IN THIS ISSUE

lea for Joint Councils ... Page 338
uperannuation Rights ... ... „ 339
elebrating the Centenary ... „ 342
qual Pay and Family Allowance „ 343
alaries and Service Conditions „ 349

Local Government Service

No. 12 DECEMBER, 1935 Vol. XVI

LOCAL GOVERNMENT: ITS GAINS AND PROBLEMS

By PROFESSOR H. J. LASKI*

PROFESSOR HAROLD J. LASKI

ET me begin by saying that I am not a great admirer of centenaries in general. Most men and many incidents of the which we do remember seem better for- n, but the Municipal Corporations Act 35 does seem to me a great landmark in istory of this country. Its passage has possible a creative addition to the quality r national life which is unparalleled in its ence by any other piece of legislation ig the course of the nineteenth century. less of the history that I want to deal than the problems that have emerged from history and some of their consequences. I do want in relation to the Act of 1835 y two things: (1) That Act was the outcome e long labour of a little group of Radicals were created by Jeremy Bentham and they lesson of what a small body of able and ted men can do in the national well-being evotion over a long period to a continuous ose, by making themselves masters of the rial which relates to their problem and ing that the people shall listen to the cations of the material they gather and se; (2) The legislation of 1835 represents reservation of something in English history has been fundamental to the nature of our nal life. The thing that nowadays we a little to forget but upon which too much ence cannot be laid, is the principle of onsible decentralisation which is the root nglish democracy; and English democracy ely to survive in terms of our ability to rstand that principle. Without that ntralisation we shall suffer that form of rnment which a great Frenchman once ibed as resulting in "apoplexy at the e and anaemia at the extremities." hatever the failures of the Municipal orations Act, and there have been failures operation, in that direction at least the ion that it made to national well-being is dition which it would be very difficult d to exaggerate.

m a Lecture given in Manchester to Members of L.G.O. and of the Institute of Public Administration.

This is a centenary. Because it is a centenary it seems that the most useful service that we can perform is not by the celebration of the achievements of the past, but by looking into the inadequacies of the present and taking thought out of those inadequacies for the needs of the future.

The first point to which I want to draw your attention is the need for a drastic revision of the areas of local government. The chaos into which they have fallen is a chaos so drastic that we cannot get the quality of service that is required until a fundamental revision has been undertaken. The first great need is for a government with courage to tackle this chaos of areas, for only in terms of this drastic revision is it, in my judgment, likely that the best quality of service which is now administratively available will be rendered to the citizens of this country.

Regional Organisation

If I were to speculate on the structure that the new areas would take I can hardly conceive of any other way of reorganisation than the division of England into a body of great provinces, each of these provinces or regions having at its disposal a magni-compence of services and providing from elementary to university education in one sphere the whole body of possibilities that are open to a local authority. This would make possible a much greater ambit of services than is now open to local authorities. The change in the scientific technique of communications, particularly the change in the utilisation of things like electric power, has altogether altered the character of the areas that have descended from what Mr. Roosevelt has called "the horse and buggy age"; and the sooner their revision for the citizens of this country, the better.

I do desire to point out the importance of reorganisation of what may be called the charter of potential action of local authorities. That charter is now built on the assumption that a local authority is entitled to manipulate any service that is specifically confided to it, but may not itself be creatively responsible for a new service unless it can find authority in an Act of Parliament that specifically permits it to do so.

The confusion of antiquity and experience is one of the curses of our local government system. If Manchester wants a municipal theatre this is for Manchester to decide. A good deal of the decay of the interest in local government is an outcome of the character of the services to which it is not limited, and if we could in the realm of aesthetics persuade a city like Manchester to experiment we could bring into the field of public interest a wider constituency.

The Committee system is the heart of local government, yet the Council, through sheer pressure of its business, has tended to be little more than an organ of registration. The greater part of its business passes without discussion. The principles which should be laid down, therefore, about the Committee system are of first-rate importance:—

(*a*) Nothing is more dangerous for a Committee than to have some Chairman for a long period of years. Rotation of office every three or five years is fundamental to the working of the Committee system.

(*b*) The great failure of the system is in the use of the co-opted members. The system of co-option has not been used to bring about the addition of special competence to the service, but has been the reward for some minor politician whom the party is ashamed to put forward at an election or for whom the public cannot be persuaded to vote.

(*c*) The problem of the relationship between the Committee and its officers: the difference between a good Committee and a bad Committee is the difference between a Committee that regards its officials as colleagues but not as masters and the Committee that regards its officials either as masters on the one hand or as servants on the other hand.

The relation between the central and local government: the conception held to-day that excessive control from Whitehall is bad for local government is a conception in relation to much of which I have a good deal of sympathy. I agree with John Stuart Mill that greater efficiency at the centre will never compensate for an inferior interest at the circumference, and the more carefully I study the operation of local government the more certain I am that this is the case. I do not believe that the relationship between Whitehall and the locality can ever be satisfactory until officials of Whitehall have more experience of the daily operation of local government. It is not enough to sit in an office in Whitehall and receive officials of local government or deputations of angry councillors. It is essential that the officials of Whitehall shall be plunged into the whole atmosphere of local government so that they will acquire "that pungent sense of effective reality," in the words of William James, that comes from acquaintance with the process of local government. That can only come if the local and national service are made interchangeable in a way that is at present in no point the actual case. Indirectness in the relation of the citizen to government leads to dangers of which we are inadequately aware.

The problem of the official, his training and his method of promotion: I emerged from the Hadow Enquiry with some very definite views. I emerged with the conviction, and I say this with regret, but it is an inescapable truth, that there is in many parts of the country in connection with the recruitment of local government officers a body of petty corruption for which there is no possible justification, and the only way to meet it is to regard admission to

(*Continued on page 338, column 3*)

PLEA FOR JOINT COUNCILS

"ANOMALOUS" POSITION OF ADMINISTRATIVE, TECHNICAL, AND CLERICAL STAFFS

THE question of Joint Councils for the administrative, technical and clerical staffs of Local Authorities, was the subject of a paper submitted on behalf of the Standing Conference of Joint Councils for Local Authorities' Administrative, Technical and Clerical Services by Councillor P. S. Geldard (Rotherham R.D.C.) and Mr. Wm. Donnan (Honorary Secretary of the Conference) to the annual conference of the Rural District Councils Association.

Preliminary reference was made to the development of collective bargaining as a recognised method of dealing with industrial conditions. From as early as the passing of the Statute of Labourers in the fourteenth century efforts were made by the State to establish machinery for dealing with differences between employers and employed. During the last 30 years of the nineteenth century there was a rapid extension of collective bargaining and several of the better organised industries set up from time to time machinery for the settlement of differences. Further progress was made in the early years of the present century, and this period saw the introduction of Trade Boards to deal with conditions in industries where wages were regarded as unduly low.

Whitley Councils

Local Authorities at first were not affected to any considerable extent by these developments as in most cases the staffs they employed were comparatively small in number. The labour problems of the War period (1914 to 1918) compelled the Government to take a direct part in industrial negotiations, and there was a general realisation that some organised system of dealing with these questions is essential under modern social conditions.

Referring to the recommendation of the Whitley Committee, the authors point out that the Committee's recommendations supported a development of collective bargaining, rather than a system of compulsory arbitration.

The system of Joint Councils recommended by the Whitley Committee has been applied widely to the manual employees of Local Authorities. The conditions of a number of other classes of persons employed by Local Authorities are governed by joint representative bodies which, while not formally established as Joint Councils under the Whitley scheme, are based upon the same principles.

Referring to the Provincial Councils (for the administrative, professional, technical, and clerical staffs) the authors declare that the experience of the four Provincial Councils has shown the great advantage of a body of representatives of the authorities and staffs in an area meeting at regular intervals to discuss matters of interest to the Local Government Service.

The Alternative

Only by machinery such as is provided by a Joint Council, they urge, can the problems connected with the remuneration of the official staffs of Local Authorities be settled in a satisfactory manner. The only alternative is a continuance for an indefinite period of individual settlements which only too often consist of compromises based upon figures obtained from other authorities and not upon any sound principle. The exploitation of disparities by either one side or the other cannot possibly provide a satisfactory and lasting settlement. The feeling of mutual confidence which the existence of a joint negotiating body gives must be reflected by increased efficiency and interest in the work of the Local Authorities. The pooling of the information at the disposal of the representatives assists the authorities and tends to improve the standard of public administration in the area.

It is difficult to understand the anomalous position of the administrative, technical and clerical staffs regarding negotiating machinery as compared with the other employees of Local Authorities. The suspension of the National Council, of course, had an adverse effect on their position. Possibly the criticism that too much was attempted from the centre is justified. Whether or not that was the cause of the breakdown, the Standing Conference is satisfied that the immediate necessity is to secure the establishment of a complete system of Provincial Councils for these staffs of local authorities covering the whole of England and Wales.

Experience has shown that given an area over which conditions are largely comparable it is possible to obtain agreement regarding service conditions and to secure an approach towards uniformity. Any further advance in the future would depend entirely on the desires of the Provincial Councils. The Whitley Council system is sufficiently flexible to allow of changes desired generally. The Standing Conference hopes that in this endeavour it will continue to have the sympathetic support of the Rural District Councils Association and that the Rural District Councils will support the establishment of Provincial Councils in their respective areas.

PERSONAL

Mr. A. E. Margerison, Chief Clerk in the Salford City Engineer's Department, who has retired on superannuation, after 51½ years' service in the one department, has been presented with a watch and wallet on behalf of the staff.

* * *

Mr. Frank Jones, formerly Assistant in the Borough Estate Department of Swansea Town Council, has been appointed Housing Assistant at Hammersmith.

* * *

Mr. James Arthur Cowley, Clerk of Northwich U.D.C., on the occasion of his attainment of 50 years' service as the chief executive officer with the local authority, has been presented with an illuminated address and a cheque for £100. Mr. Cowley has more than once been elected as Chairman of the Urban District Councils Association. Tributes to his services were paid at a recent social gathering at which he was the guest of honour.

* * *

Mr. Edward Cuff, Town Clerk of Dartmouth, has been presented by the mayor, on behalf of the Borough, with a silver cigarette box bearing the Borough Coat of Arms "in appreciation of the services rendered by him in connection with H.M. King George's Silver Jubilee Celebrations, 1935."

* * *

The death occured, on Saturday, October 26, of Mr. James Edgar, Borough Electrical Engineer, of South Shields, the president of the South Shields Branch of N.A.L.G.O. and chairman of the Branch Executive Committee. Mr. Edgar was also a member of the North-Eastern District Committee, and was a most enthusiastic worker on behalf of the Association. The welfare of his colleagues was to him always a matter of concern, and the South Shields Branch is the poorer for his passing.

* * *

Mr. George Ormerod has retired for health reasons, from his position as Rate Collector under the Tottington Council. The Council have granted him superannuation on medical grounds.

* * *

Dr. E. I. Davies, Deputy M.O.H., has been appointed Medical Officer of Health, Medical Officer for the Port Sanitary Authority, and School Medical Officer of Barry Urban District at a salary of £800–£50–£900 per annum. He has been president of the Barry Branch of N.A.L.G.O.

LOCAL GOVERNMEN ITS GAINS AND PROBLEMS

(*Continued from page 337*)

the local service as requiring the same stand the same tests, the same complete imperson in choice, as is true of the national service.

The national civil service is recruited i different branches in stages that bro correspond to the different stages of national educational system. The local gov ment service is recruited at stages that co pond in most part to every stage of the nati education system except the higher stages either our national educational system is w or the method of recruitment to the government service is wrong. If a prefer for some posts of a University graduat considered a prejudice, it is a prejudice i national service of which the results have beneficent.

Most local authorities have failed in provision of opportunities for further educ for the younger element whom they enga their service. I cannot believe that imagin and creativeness become part of the government mind if the boy enters the government service at 14 or 16 and spend or her life wedded to routine with no op tunity for the study of the wider principles lie behind local government. An associa like N.A.L.G.O., which has done good in the building up of the standards i local service, should put all its efforts translating that report into something partial reality.

The Apathetic Public

I am disturbed by the declining interes local government on the part of ordinary bodies. Democracy fails where there is a of interest. What are we to do to re-en the attention of the process of administr in which they are involved? To this there three answers :—

(*a*) There is the inevitable answer, the answer in which English men and wo will put faith—the necessity for education. Until you teach the citize understand the system by which they governed, the last thing we try to do, will not interest them in the process.

(*b*) The second answer is that which poin the reorganisation of the areas of government and, in terms of that reorga tion, the building of institutions which be able through their drama and signific to evoke the interest of their citizens, w parish pump politics will not evoke.

(*c*) The widening of the responsibility of authorities, because the greater the po that is conferred upon an authority, deeper the feeling, whether of suppo of antagonism, that authority will ev and it is by the dramatisation of the poli process, locally and nationally, that and women begin to realise the signific of the system under which they live.

DON'T FORGET

Your entry for the B. and O. Poster Competition must be received by N.A.L.G.O., 24 Abingdon St., S.W.1 by

DECEMBER 31, 193

UPERANNUATION RIGHTS OF OFFICERS TRANSFERRED UNDER THE RATING AND VALUATION ACT, 1925

A CASE of very great importance to transferred officers under the Rating and Valuation Act, 1925, hose superannuation rights under the oor Law Officers' Superannuation Act, 896, were preserved to them on transfer as decided in the Chancery Division 1 October 25, 1935.

The case, *Newill v. The Assessment ommittee for the Assessment Area of Clun*, as taken up by N.A.L.G.O. and the ocal Government Clerks' Association intly.

The Plaintiff was represented by Mr. . P. Croom-Johnson, K.C., and Mr. C. rskine Simes, and the Defendants were presented by Mr. W. Arthian Davies.

THE JUDGMENT

The judgment of Mr. Justice Luxoore, who tried the case, was as follows :

The Plaintiff is a retired Poor Law Officer d as such is admittedly entitled to a statutory nsion. The question to be determined in this tion is : At what rate is such pension to be ed? The plaintiff claims that his pension ould be at the rate of £82 10s. per annum, d the defendants, who are the Assessment mmittee of the Assessment Area of Clun, in e county of Salop, in the first instance fixed s pension at that rate. But in circumstances which I will refer later, they altered their cision and fixed it at the rate of £15 per num.

There is no dispute of fact. The plaintiff tered the service of the Assessment Comittee for the Union of Clun on March 11, 04, as clerk to such Assessment Committee d thereby became a Poor Law Officer, subject the provisions of the Poor Law Officers' perannuation Act, 1896. That Act confers every Poor Law Officer a statutory right to superannuation allowance in respect of which was bound by Statute to suffer certain ductions annually from his salary. The propriate provisions of the Poor Law fficers' Superannuation Act, 1896, are these. ection 2 provides the right to superannuation lowances, and it is in these terms : " Subject the provisions of this Act, every officer and rvant in the service or employment of the ardians of a union or parish who shall become capable of discharging the duties of his ffice with efficiency, by reason of permanent firmity of mind or body, or of old age, or who all have attained the age of sixty years and ve completed an aggregate service of forty ars, or who shall have attained the full age sixty-five years, shall be entitled on resigning otherwise ceasing to hold his office or employent, to receive during life out of the common nd of the union, a superannuation allowance cording to the scale laid down in this Act." hen Section 3 provides the scale on which the lowances are to be made and it provides that : An officer or servant who has served for ten ars but less than eleven years shall be titled to an annual allowance equal to tenxtieths of the average amount of his salary wages and emoluments during the five years ding on the quarter day which immediately recedes the day on which he ceases to hold s office or employment, with an addition of ne-sixtieth of such average amount for every ditional completed year of service until the mpletion of a period of service of forty years, ien a maximum allowance of forty-sixtieths all be granted." Section 12 provides for the ntributions to be made by the Officer to the perannuation Fund : " Subject to the prosions of this Act, every officer and servant in the service or employment of the guardians of a union shall contribute annually for the purposes of this Act a percentage amount of his salary or wages and emoluments according to the scale laid down by this Act, such amount to be from time to time deducted from the salary or wages payable to him and to be carried to and form part of the common fund of the union." Then Section 13 sets out the percentage amounts to be deducted annually for the purposes of the Act and so far as it is material to this case, it is that in the case of officers or servants appointed after the passing of this Act two per cent of the salary or wages and emoluments for each year.

The plaintiff remained in the service of the Assessment Committee for the Union of Clun down to April 1, 1927, and during the whole of that period from the date when he entered their employment he received his salary, less a deduction of two per cent. I should say that the salary was fixed each year—it was not fixed for all time, but each year his salary was fixed more or less in accordance with the amount of work which he had to do, and for the last five years of the plaintiff's service I think his salary was £30 a year. On April 1, 1927, under the provisions of the Rating and Valuation Act, 1925, the Assessment Committee of the Union of Clun ceased to exist and a new Rating Authority was constituted, the defendants being that new Rating Authority. It comprised an area larger than the area which was under the jurisdiction of the old Assessment Committee. The plaintiff was, by reason of the provisions of the 1925 Act, transferred, and became a Poor Law Officer under those provisions. The material provisions with regard to transferred officers are contained in Part III of that Act. The material Sections for the purposes of this action are Sections 48 and 50, and I will read them shortly so far as they are material to the present case. Section 48 (1) provides that : " Any person who at the passing of this Act is an officer of an assessment committee under the Union Assessment Acts, 1862 to 1880 "—and the plaintiff was such an officer—" or, being an officer of a board of guardians, is employed in the service of such a committee, including a valuer appointed by the guardians under section thirty-two of the Poor Law Amendment Act, 1868, shall on the appointed day, as respects that office, be transferred to and become an officer of the assessment committee for the assessment area comprising the poor law union for which such officer acts or, where the poor law union is not wholly comprised within one assessment area, of the assessment committees for the assessment areas into which the poor law union extends." Sub-section (2) provides that the officers shall on the appointed day be transferred to and become officers of the rating authority of the area. Then Sub-section (3) : " In the succeeding provisions of this Part of this Act any officer transferred by this section, and the office or duties in respect of which he is so transferred, are respectively referred to as a ' transferred officer ' and a ' transferred office '." Sub-section (7) provides that : " Every transferred officer shall hold his office by the same tenure and on the same conditions as heretofore, and while performing similar duties shall, in respect of a transferred office, receive not less salary or remuneration and shall be entitled to not less pension (if any) than the salary, remuneration or pension to which he would have been entitled in respect of that office if this Act had not been passed." That is to give him the benefit of the superannuation allowance he was already entitled to and to allow him to go on and continue to qualify for his superannuation allowance. Then Section 51 provides that : " If the annual contributions required by the Poor Law Officers' Superannuation Act, 1896, have been made by any officer transferred by this Act to an assessment committee, or to a rating authority, the provisions of the Act of 1896 shall, as respects the transferred office, apply subject to such modifications as the Minister may by order direct for the purposes of making that Act applicable to the case."

A question arose some time ago with regard to the meaning of the phrase " if all the annual contributions have been made," but that question does not affect anything which arises in the present case, because admittedly on April 1, 1927, all the statutory deductions which the employing Union were bound by statute to make had in fact been made. Then on August 8 1928, an Order was made under the provisions of Section 51 to which I have just referred, modifying the provisions of the Act " with regard to transfers." The Statutory Rules and Orders of 1928, No. 609, provides in paragraph 2 : " In any case where the annual contributions required by the Act of 1896 have been made by a transferred officer, the provisions of that Act " —that is the 1896 Act—" shall apply as respects the transferred office subject to the following modifications," and there is a modification to meet the case of a transferred officer who ceases to hold office under the new Rating Authority within five years of his transfer. But this modification does not apply to the plaintiff, for he continued to hold his office for more than five years after April 1, 1927. As far as I can see there is no other modification in the Statutory Order which can be said to affect the plaintiff's position *vis-a-vis* his superannuation allowance, and it follows that the provisions of the Act of 1896 apply to the case of the plaintiff after his transfer. Section 51 I think makes that reasonably clear : it says that where the annual contributions have been made, the provisions of the Act of 1896 " shall as respects the transferred office apply subject to such conditions as the Minister may by Order direct." It is said that this is not the meaning of the Act, and that you are only to apply it to the 1896 Act down to the time when he ceased to be an officer of the Assessment Committee of the Clun Union. I am quite unable to appreciate any ground for this contention. In my judgment the words of Section 51 are plain, and they apply the provisions of the 1896 Act to all transfers under the Act of 1925. Any other contrary construction would really bring about fantastic results.

The plaintiff was appointed as Clerk to the new Clun Assessment Committee—no, he became Clerk to the new Assessment Committee of Clun, as from April 1, 1927. He continued in his employment down to March 31, 1934, when, having attained the age of 65 years, he retired and became entitled to superannuation. The defendants considered the question of his superannuation allowance. I should say that, for the five years ending on the quarter immediately preceding his retirement, which was March 25, 1934, his annual remuneration had been, for the year 1930, £225, for the year 1931 £150, for the year 1932 £150, for the year 1933 £150, and for the year 1934 £150, making a total for that period of five years of £825. Those were the last five years of his service down to the quarter immediately preceding his retirement. The average annual amount of those payments was £165.

As I said, he entered the service of the old Union on March 11, 1904. He retired on March 31, 1934, so he served 30 years, and he became entitled, under the Act, to thirty-sixtieths of the average amount of £165, so that his superannuation allowance would apparently appear to be £82. As I said, the defendants considered the question of his superannuation allowance, and on May 30 they passed a resolution in these terms : " That Mr. Newill, the late Clerk to the Committee, be paid superannuation under the Poor Law Officers' Super-

(*Continued on page* 340)

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SUPERANNUATION RIGHTS OF OFFICERS TRANSFERRED UNDER THE RATING AND VALUATION ACT, 1925

(*Continued from page 339*)

annuation Act, 1896, at the yearly rate of £82 10s. as from March 31, 1934, payable quarterly, such sum being based on his 30 completed years' service, namely, thirty-sixtieths of the £165 and his average salary for the five years ended March 31, 1934." Unfortunately they added at the end of the resolution, "subject to the figures being agreed by the District Auditor." So far as I read the Act, the Committee adopted the right criterion for fixing the superannuation allowance, and followed the provisions of the appropriate enactments.

Having passed the resolution, the Clerk to the defendants at the request of the District Auditor, wrote a letter to the Ministry of Health with regard to it, setting out what they proposed to do, and in reply to that letter they received a communication from the Ministry of Health in which the Ministry said "that the consent of the Minister is not required to the payment of a superannuation allowance duly awarded and calculated in accordance with the provisions of the Act of 1896," which was, of course, quite accurate. But later on they went on to state: "I am, however, to add in regard to the average salary upon which it is proposed to base the award, that the Minister is disposed to consider that the remuneration of an officer transferred under the Rating and Valuation Act of 1925 to be taken into account for the purposes of the Act of 1896 is the salary upon which he was contributing under the later Act at the date of his transfer, together with any periodical increments to which he would have been entitled under any agreement in force at that date." The suggestion in that letter was the superannuation allowance would have to be fixed on the five years immediately preceding April 1, 1927, and that no subsequent remuneration should be taken into consideration. The matter was considered again by the defendants, after they had referred the matter to the District Auditor, who expressed the opinion to the defendants that he could not agree to or approve payment of a superannuation allowance at the rate claimed. The result of that was that on February 27, 1935, the defendant Committee passed a further resolution in these terms: "Resolved that the Committee, though of opinion that the superannuation to which Mr. Newill is entitled is £82 10s. yearly, as set out in their resolution of May 30 last, feel that they have no alternative but to comply with the opinion expressed by the Minister of Health in the letter from the Ministry dated June 20, 1934, and base the award of superannuation on the remuneration paid to Mr. Newill at the date of his transfer as an officer of this Committee, namely, April 1, 1927," and thereupon they resolved that Mr. Newill be paid superannuation under the Poor Law Officers' Superannuation Act, 1896, at the yearly rate of £15 as from March 31, 1934, payable quarterly, such sum being based on 30 completed years' service, namely, thirty-sixtieths, and his average salary for the five years ended March 31, 1927, namely, £30 a year.

In the result the plaintiff was compelled to bring this action, and the defendants, having stated that in their view the plaintiff's contention was right, set out all the material matter in their defence and stated that, by reason of the matters referred to in the letters and the resolutions, they felt themselves unable to pay the superannuation at the rate claimed by the plaintiff until ordered to do so by the Court, to whose decision they submitted themselves.

Mr. Arthian Davies has appeared for the defendants and has endeavoured to put forward some ground for the opinion expressed in the letter from the Ministry of Health. I have listened with care and interest to the argument that he has put forward, but I am quite unable to see how the plain words of the Legislat can be twisted so as to bring about the res which is suggested. There is, in my view, ground whatever for construing the words of Act in any other but their *prima facie* meani I have already expressed my opinion as to wh the *prima facie* meaning of those words is, a in the result I think the plaintiff's contention undoubtedly correct, and that he is, in circumstances of the case, under the provisio of the appropriate legislative enactmen entitled to a pension at the rate of £82 1 per annum from March 31, 1934, and I w make a declaration to that effect.

MR. ARTHIAN DAVIES: We are only willing to pay it!

MR. JUSTICE LUXMOORE: That is only obvious from the resolutions. I have o gone into the matter at length because I want to make it clear that the Assessment Committ were not fighting this case on their o opinion, but because they themselves took what, in their view, was a perfectly prop attitude.

MR. ARTHIAN DAVIES: If your Lordsh pleases.

MR. JUSTICE LUXMOORE: I simply make declaration, and so far as the costs are concern I will make no Order as to costs.

MR. ERSKINE SIMES: If your Lordsh pleases.

MR. JUSTICE LUXMOORE: And I think y had better say in the Order that, the part having agreed as to costs, no Order is made.

MR. ERSKINE SIMES: If your Lordsh pleases.

MR. JUSTICE LUXMOORE: In the ordina way, as it was a matter of difficulty with rega to the construction of an Act of Parliame it was necessary for a public body to take opinion of the Court on what is, in effect, test case, and the proper course to follow is the authority to pay the necessary costs having the matter elucidated.

MR. ERSKINE SIMES: As your Lordsh appreciates, in this case the point is of i portance not so much to the local authorit but to the officers, and your Lordship's jud ment will be of assistance to those authorit and to the Clerks.

MR. JUSTICE LUXMOORE: What I meant say was that, if there is a matter of difficulty construction and a test case has to be brou before the Courts, it is not right, in my hum opinion, that the party who is chosen as party to the test case should be left to bear costs. The matter is one in which the Asse ment Committee, or the body who want to h the matter determined for their future guidan should provide for the payment of the costs the plaintiff.

MR. ERSKINE SIMES: If your Lordsh pleases.

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ONDON PASSENGER TRANSPORT ACT, 1933

CLAIM FOR COMPENSATION

CLAIM by an officer of the East Ham Corporation for compensation for diminution or loss of salary in consequence of the don Passenger Transport Act, 1933, ntly came before the Standing Arbitrator ointed under section 79 of the Act (Mr. nd Burrows, K.C.).

y the Act the Tramway Undertaking of the poration was transferred to the London enger Transport Board on July 1, 1933. nediately before that date the claimant . James Dunsmore) had been employed he Electricity and Tramway Department of Corporation in connection with both the tricity and Tramway Undertakings. On transfer of the Tramway Undertaking Mr. nsmore continued in the service of the poration in their Electricity Department, in view of the reduction in his responsi- ies his salary was reduced by £52 a year.

ection 73 of the Act provides that any person was on March 12, 1931, an officer or servant he local authority and who was immediately re July 1, 1933, *solely* or *mainly* occupied connection with the authority's tramway ertaking shall be transferred to the London enger Transport Board. That section also vides that any transferred officer who suffers rect pecuniary loss in consequence of the shall be entitled to receive from the Board pensation for that loss.

y section 75 it is provided that any person would have been transferred to the Board e had on July 1, 1933, been *solely or mainly pied* in connection with the local authority's nway undertaking, but was on that date *partly so occupied*, and who in consequence he Act suffers a direct pecuniary loss, shall entitled to compensation for that loss.

is further provided by section 75 that any pensation payable under the section shall aid in the first instance by the local authority the ultimate incidence thereof shall be such ay be agreed between the authority and the rd, or in default of agreement, determined he Standing Arbitrator.

Ir. Dunsmore submitted to the East Ham poration a claim under section 75 for com- sation for diminution of salary in conse- nce of the Act. Correspondence then took e between the Corporation and the Board, he course of which the Board declined to it any liability, and in consequence of this Corporation also denied liability. Mr. nsmore, therefore, required the matter to be rred to the Standing Arbitrator.

Ir. Dunsmore's claim was against the Cor- ation, but as the Corporation also claimed n the Transport Board that any compensa- awarded to Mr. Dunsmore should be nbursed to the Corporation by the Board, as agreed that the two Arbitrations should eard together.

he Arbitrations were heard at the Royal rts of Justice, London, on November 7, 5, when Mr. Dunsmore, who is a member of .L.G.O., was represented by Mr. John onds, the Legal Secretary of N.A.L.G.O. Corporation were represented by Mr. E. J. mer, instructed by Messrs. Wilson & Blew, lst Mr. N. R. Fox-Andrews, instructed by srs. Bircham & Co., appeared for the nsport Board.

n behalf of Mr. Dunsmore it was claimed immediately before July 1, 1933, he was ly, but not mainly, occupied in connection n the Corporation's Tramway Undertaking, that he had suffered a direct pecuniary in consequence of the Act for which he was tled to compensation under section 75. rnatively, it was argued that if, in fact, he immediately before July 1, 1933, mainly upied in connection with the Corporation's mway Undertaking, the Corporation, having ll material times treated him as a person had not been transferred under the provisions of section 73, were estopped from maintaining that he was mainly so occupied, and, therefore, a transferred officer.

The following definition of the doctrine of estoppel laid down by Lord Birkenhead, L.C., in *Maclaine v. Gatty* (1921) 1 A.C. 376 at p. 386, was referred to, viz :

> "Where A has by his words or conduct justified B in believing that a certain state of facts exists, and B has acted upon such belief to his prejudice, A is not permitted to affirm against B that a different state of facts existed at the time."

On behalf of Mr. Dunsmore, it was submitted that the Corporation by their conduct had led him to believe that he was not a transferred officer, and that he had acted on that belief to his prejudice.

On behalf of the Corporation evidence was called to show that immediately before July 1, 1933, Mr. Dunsmore had been mainly occupied in connection with the Tramway Undertaking; and it was submitted that the doctrine of estoppel did not apply to the case, and that, consequently, he was not entitled to any compensation.

At the close of the hearing, which lasted the greater part of the day, the Standing Arbitrator intimated that he would give his award on the following day.

On the November 8, the following award was made :—

"The parties to the above-named arbitrations having agreed that the same should be heard together and having agreed that the compensation (if any) payable to the claimant Dunsmore should be assessed on the basis of the sum of £52 (fifty-two pounds) per annum.

"I, Roland Burrows, the Standing Arbitrator appointed under section 79 of the above named Act, having heard and considered the evidence adduced and the arguments advanced on behalf of the above-named parties do find and award as follows :

"(1) That at all material times the applicant Dunsmore was an officer or servant of the Respondent Corporation engaged on work in connection with the Respondent's Corporation's tramway and electricity undertakings and that at the appointed day he was engaged mainly in connection with the said tramway undertakings.

"(2) That in the circumstances deposed to in the evidence the Respondent Corporation by its conduct represented to the applicant Dunsmore that he was not an existing officer and was not transferred under the provisions of section 73 of the above named Act and that the Applicant Dunsmore believed that such were the facts and in that belief took no steps to claim any employment under or compensation from the Respondent Board but accepted a new employment under the Respondent Corporation at a salary less than the salary he was receiving at the appointed day and has lost the opportunity of employment under the said Board and has rendered more difficult the obtaining of compensation from the Respondent Board or may even have forfeited any right to compensation (as to which the evidence did not enable me to come to a conclusion) and that therefore the Respondent Corporation is estopped from maintaining that the applicant Dunsmore was not a person only partly employed in the said tramway undertaking at the appointed day.

"(3) That the facts hereinbefore set forth were not due to any act or omission of the Respondent Board but were due to a mistaken view of the true construction of the relevant sections of the above-named Act, viz. sections 73, 74 and 75 of the said Act.

"(4) That the discussions between the representatives of the Respondent Board and the Respondent Corporation and the negotiations and agreement between the applicant Dunsmore and the Respondent Corporation were not intended to be and were in fact not an agreement made pursuant to or by virtue of section 73 (12) of the above mentioned Act.

"(5) That the Respondent Board has derived some benefit from the circumstances above set forth.

"(6) That all parties hereto and the servants and agents of the said parties acted in good faith.

"I THEREFORE FIND AND AWARD.

"(1) That the applicant Dunsmore is entitled to compensation from the Respondent Corporation under section 75 of the above mentioned Act.

"(2) That the ultimate incidence of the said compensation shall be borne as to four-fifths by the Respondent Corporation and as to one-fifth by the Respondent Board.

"(3) That the Respondent Corporation shall pay to the applicant Dunsmore his costs of the arbitration to be agreed or taxed.

"(4) That the Respondent Corporation and the Respondent Board shall each bear its own costs of the arbitration between them.

"(5) That the fee paid to me as Standing Arbitrator in respect of the said Arbitrations shall be borne equally by the Respondent Corporation and the Respondent Board, and that in the event of one of them having paid the whole of such fee the other of them shall pay to the Respondent having so paid an amount equal to one-half of such fee.

"Dated the 8th day of November, 1935.

"ROLAND BURROWS."

100 YEARS OF LOCAL GOVERNMENT

A Special Number of "The Times"

The centenary of the Municipal Corporations Act, 1835, will be celebrated on December 10 by *The Times* in a Local Government Centenary Number, which will be published as a part of the issue of *The Times* for that day without additional charge.

The number will expound the scope and development of local government during the past 100 years, and will show how in this community the civic benefits of to-day held and enjoyed as common rights have one by one been secured. Besides treating of a diversity of public services and utilities the number will explain how local government is organised in the various administrative centres into which the country is divided, what are the relations between central and local government, how the duties of municipal officers are performed, and how municipal finance is managed.

The number will thus be a compendium of information concerning the administration of local affairs and a valuable historical record. It will be fully illustrated.

RESEARCH STUDIES IN ADMINISTRATION

The Institute of Public Administration, Palace Chambers, Bridge Street, S.W.1, is pleased to announce the following publications resulting from a research scheme of the Institute :—

New Publications: "A Day in My Official Life." By Officers of the Public Service. (*Price* 2*s.* 6*d.*); "Population Changes and Their Effect upon Social Services." By Norman Wilson, D.P.A. (Medical Officer's Department, Birkenhead). (*Price* 1*s.*)

Recent Publications: "Essays on Aspects of Public Administration." (*Price* 5*s.*); "Stabilisation of Rates." By E. J. D. Lloyd, F.I.M.T.A., A.S.A.A., A.C.I.S. (formerly Borough Treasurer, Wednesbury); "Scope for Initiative in the Junior Grades of the Civil Service." By Thomas E. Naughten, A.S.A.A. (Ministry of Labour). (*Price* 1*s.*)

CELEBRATING THE CENTENARY

SOME VIEWS ON THE VOLUME : CIVIC SUNDAY : FUNCTIONS AND EXHIBITIONS

"A CENTURY of Municipal Progress, 1835-1935," has so far had a warm reception. Here are a few press opinions:—

Co-operative News.—The book should prove invaluable to the many members of co-operative societies who are active participants in municipal government work.

Public Assistance Journal.—The book has apparently been two years in the making, and we may say at once that it represents a very fine achievement. It is enormously interesting and intensely alive.

Lancet.—The book deserves to be read by all who care for the promotion of good citizenship. Those who wish for authoritative guidance on problems of local government—problems that directly affect the daily lives of all of us—cannot do better than study this important book.

New Statesman and Nation.—It was an excellent idea of the National Association of Local Government Officers to celebrate the centenary with a book of this sort, and they could not have found three better men to see to its preparation than Professor Laski, Dr. Jennings, and Dr. Robson. The book is a survey—historical, descriptive, critical, and constructive—admirably planned by its editors and admirably written by the team of experts that they have got together to deal with the different aspects of the subject. "A Century of Municipal Progress" is a first-rate concoction, nourishing and stimulating alike for the tyro and for the expert in local government.

New English Weekly.—At once, a good guinea's worth of information deserving in that respect to become, as the publishers hope, "the standard work on the history and modern problems of local government."

Manchester Daily Dispatch. — The whole volume is extraordinarily interesting for every class of reader.

Daily Herald.—The story of the progress it recounts is amazing.

Northern Echo.—A remarkably complete story of what we have done since 1835 to make our local government one of the best in the world.

Yorkshire Post.—This work is the most compendious so far attempted, and it also has the merit of being up-to-date.

The Listener.—What local authorities are charged with to-day, the very numerous points at which they touch and affect the lives of individuals can be appreciated by anyone who reads the elaborate volume in which a number of leading authorities have combined to celebrate a century of municipal progress.

Local Government Chronicle.—It is a work that every person who is interested in local government and the social problems of the modern age will desire to keep permanently at hand on his shelves.

The Times Educational Supplement.—Its godfathers, the National Association of Local Government Officers, deserve congratulations and the thanks of all students of their complex subject.

Lancashire Daily Post.—For everyone interested in municipal activities this informative book should prove very valuable.

What is your opinion of the volume? Have you read it yet? Have you bought your copy? If not, turn to Headquarters page and complete the order form at once. You will never have spent a guinea more wisely than on a copy of this book.

Civic Sunday

Upon the instructions of the National Executive Council the general secretary addressed a letter to every town clerk in the country suggesting that as this is the centenary year of the passing of the Municipal Corporations Act, 1835, Civic Sunday should be especially observed throughout the country, and asking them to get into touch with the leaders of the churches in their respective areas, so that those leaders might make reference from the pulpit to the benefits conferred by the special services during the past one hundred years.

In the majority of towns this suggestion was adopted, and it is evident that the leaders of the churches appreciated the significance of the event and made reference to it in their sermon—some on November 10 and others on November 17—according to the practice within the various boroughs regarding what has hitherto been known as Mayor's Sunday.

"The Times" Supplement

As announced elsewhere, THE TIMES proposes to issue a special local government centenary supplement on December 10. This supplement will deal with the three major aspects of local government—its history, its present-day problems, and the possible future points.

Blyth

Blyth celebrated the centenary by an interesting programme which demonstrated the progress of the borough in various spheres of activity. The celebrations commenced on November 6, and a display by the Borough Fire Brigade of past and present types of fire-fighting machines, apparatus, and equipment was given.

The Mayor opened in the Public Library an exhibition of photos, paintings and actual relics of earlier times, showing the port as it was in the old collier-brig days and the phases of local government. The Council had also prepared a brochure detailing departmental work and showing just why rates have to be paid. A special effort was made to interest the children in the celebration.

University College, Swansea

A public lecture on "Policy and Progress in Local Government" was recently given in the University College, Swansea, by Mr. W. G. S. Adams, Warden of All Souls College, Oxford.

East Retford

The Borough of East Retford celebrated the centenary by an attractive programme of events during the week, November 4-10. Various Corporation Departments opened for inspection by the public, the Town Hall was decorated and floodlit, and on Monday, November 4, a new Mayor's Parlour was opened by the Mayor. A ball was held on November 4, and a banquet on November 8.

Norwich

In celebration of the Centenary, a dinner was held at Norwich on November 6. A company of 280, representative of many aspects of the public life of Norwich and Norfolk, met under the chairmanship of the Lord Mayor, at the invitation of the Norwich and Norfolk Branches of the Association. Supporting the Lord Mayor and Lady Mayoress were the Bishop of Norwich, the Sheriff of Norwich, Judge H. J. Rowland and Mrs. Rowland, Sir Henry and Lady Holmes, Dr. P. Ruddock-West, and Mr. V. D. Storey, Mr. L. Hill, General Secretary, Mr. A. Cozens-Hardy, Mr. F. C. Jacks, Mr. H. T. Gower, President of Norwich Chamber of Commerce, The Rev. P. Ogilvie, and Mr. J. F. Collins. The Bishop of Norwich proposed the toast of "Local Government and its Administrators," to which the Lord Mayor replied.

Barking

An interesting and valuable book has just been issued by the Barking Town Council, the effort of the Town Clerk, Mr. S. A. Jewers, in co-operation with other chief officers, entitled "A Century of Progress in Local Government in Barking 1835-1935." T book is attractively produced, and contai some excellent photographs of both historic and modern interest. It includes also a mass valuable information dealing with the Loc Government of Barking at the present time, a it is understood that it is proposed to present copy to each householder in the borough.

Bristol

Bristol's most brilliant civic gathering f many years was seen on November 8 at t Museum and Art Gallery, when on the la night of the Lord Mayor's year of office gave a reception to celebrate the centenary the passing of the Municipal Corporation Ac 1835. An exhibition of paintings, engraving and prints representing a pageant of histo during that period was displayed. The Ci sword, etc., were also on view, and City recor from the archives and charters were displaye The guests numbered nearly 2,000, and i cluded Mayors of neighbouring boroughs ar chairmen and clerks of urban and rural distri councils in Gloucestershire, Somerset, ar Wiltshire.

Scarborough

To commemorate the Centenary, the Sca borough Corporation is inviting the public inspect the various undertakings, and in add tion Mr. W. H. Smettem, the Borough Librari has compiled a list of suitable books connect with Local Government and prefaced it with few remarks on the changes that have tak place in the past century.

Leicester

An exhibition commemorating the Centena opened at Leicester Museum on November 1 The exhibition which was extended to the e of November, illustrates the growth of t municipal services in the town since 18 The suggestion that Local Government shou be a subject for instruction in Leicester schoo was made by the then Lord Mayor of Leicest Alderman E. Grimsley, at a meeting of Leice ter Education Committee on November 1 He was distributing prizes awarded in t Essay Competition held in connection with t Centenary among Leicester scholars.

Dagenham

In the early part of the year the Dage ham Urban District Council issued to eve householder an informative booklet on t services provided in return for the rate On October 28, a Centenary Exhibit was opened by the Chairman of the Cou Councillor J. A. Preston, J.P. The Exhibit attracted large numbers of residents in t Dagenham area, and the Council are to congratulated on their enterprise in stag the display. In connection with the Centena another booklet entitled "Dagenham and Affairs," a guide for younger people, was a published. The local Branch of the Associ tion entertained members of the Council a their ladies to dinner at the Prince's Restaura Piccadilly, on October 30. The principal gue were the Chairman of the Council, the Presid of the Association (Mr. G. W. Coster), Herman Finer, the Town Clerk of Bark (Mr. S. A. Jewers), and Mr. T. M. Kersh (Divisional Secretary, N.A.L.G.O.).

Mr. O'Leary opened the Toast list in pr posing the health and continued prosperity the Dagenham Urban District Council, which the Chairman of the Council warm responded, expressing appreciation of the who hearted co-operation of the Staff in the wo of the Council, particularly in connection wi the organisation of the Centenary celebration Dr. Finer, who proposed the toast of "T

(*Continued on page 343, column 2*)

QUAL PAY AND FAMILY ALLOWANCE

REPLY TO THE CIVIL SERVICE COMMITTEE

HE main argument always advanced against the claim that men and women should receive equal pay for equal work the plea that " men have families to keep " ile women as a rule have not. One would pect, then, that a Committee set up to push demand for equal pay would consider y sympathetically a proposal which would ce the provision for family needs outside ges and salaries.

In fact, the Civil Service Equal Pay Comttee has rejected the solution offered by nily allowances and rejected it, judging by ir published statement, on very slender unds.

It is obvious that society must make *some* ovision for its own recruitment, but the esent rough and ready attempt to meet the ancial burden of child dependency by paying igher wage to men than to women is wasteful d unjust simply because it gives favoured atment to a whole sex on grounds which ply only to a minority.

the Teaching Profession

Although nearly all men shoulder this rden some time or other, *at any one time* only inority actually have children to provide for. ere are no relevant figures available for the vil Service, but in the teaching profession, cording to the 1921 census, of every 100 men proximately 66 were childless or had no ldren under sixteen, and of the remaining only half had more than one child. The ts of family dependency is a temporary and fting change which becomes heavier and then nter as children are born, grow older, and ally earn for themselves. It cannot properly met by any flat rate increment to the wage salary—but it should be met somehow.

The alternative to the sex supplement is the roduction of a scheme providing for the yment of a regular allowance, additional to the ndard wage or salary, in respect of each pendent child.

By thus concentrating whatever resources be set aside for family responsibilities on se responsibilities only where they exist d only for so long as they exist two advanes would be gained. (1) The hardships w felt by the men with families in every grade uld be relieved because the real burden of ld dependency could be provided for more quately than at present, and (2) it could provided for at a lower cost, leaving a greater portion of the salaries bill for the reward of lity and experience and free from irrelevant siderations of sex and need.

What really matters, surely, is not so much money income but the standard of life ich it makes possible. Family allowance s equal pay is the only means of securing an ual standard of life for work of the same value.

dition to Wages Bill

The Equal Pay Committee rejects outright introduction of Family Allowances through contributory insurance scheme or through redistribution of the present wages bill. ainst the third and most obvious alternative family allowances financed by an addition the wages bill it advances two objections: t, that since women would seldom be in eipt of allowances they would be cheaper to ploy than men and this would result in der-cutting. Is this really a danger? The ditional cost of family allowances would in case be a very small proportion of the al salaries bill. Is it likely that for the sake a trifling saving fathers would be dismissed il their children ceased to be dependent and ir places filled by bachelors and spinsters? Civil Service organisations in other countries ich have had many years experience of the em never even mention this as a possibility. at is much more probable is that if equal were obtained without family allowances men would find themselves excluded from the better paid posts because the men who had—or might in the future have—families to provide for were felt to have the first claim.

The second objection is based on the supposition—a very probable one—that the birth-rate among Civil Servants as a group is comparatively low. But that does not alter the case for Family Allowances; it only makes it easier to introduce them because the proportion of the cost to the total salaries bill would be smaller. For instance, if the dependency figures for the " Civil Staffs " are about the same as for teachers it is calculated a children's allowance sufficient to raise the income of a man with three children under eighteen years by 18 per cent. could be obtained by an addition of only 3 per cent. to the salaries bill.

It can hardly be denied that men with children —in all grades—have a pretty hard struggle to make ends meet as things are now. The fact that at any one time they may be only a minority of all civil servants is surely no reason for ignoring their claims.

The account given in the Equal Pay Committee's leaflet of Family Allowances in the State Services of other countries seems to us hardly adequate as a description of a system which is in operation in nearly every country in Europe and in the Commonwealth Service of Australia. In many of these Services, as the Report of the P.T.T. International showed, the allowances form a substantial addition to wages. To a questionnaire sent at the time of the Royal Commission to Civil Service organisations in Germany, France, Belgium, Holland and Czechslovakia, all the replies except that from one of the Dutch Unions (the other was favourable) stressed the advantages of the system and declared that it had not adversely affected claims for wage increases nor impaired the solidarity of the organisations.

Similar questionnaires sent to the industrial unions in France and Belgium and to teachers' organisations in various countries produced the same result. A questionnaire sent out by the P.T.T. International in 1930 showed the almost complete unanimity with which the countries with family allowances support the system and with which those who have had no experience of it distrust its introduction.

MARJORIE E. GREEN.

CELEBRATING THE CENTENARY

(*Continued from page 342*)

Service," pointed out that the future demanded that the local government officer, under a system of training commenced at a much earlier age than in the past, should play a larger part than ever in municipal administration. Mr. G. W. Coster (President, N.A.L.G.O.) in responding, offered his congratulations to Dagenham on their enterprise. The efficiency of municipal administration, he urged, depended not only upon the capabilities of the local government officer, but also upon his freedom from bias or sectional influence.

Mr. F. W. Allen (Clerk to the Council) proposed the toast of " The Guests," to which Mr. S. A. Jewers (Town Clerk of Barking) responded.

An enjoyable dance followed.

South Wales

In connection with the Centenary, the *Western Mail* published a Municipal Centenary and Mayoral Supplement, on November 9, which included an article on " How the Work of N.A.L.G.O. has improved the lot of Council Officers," by the Divisional Secretary.

Swansea

The highly successful Centenary Ball in the Brangwyn Hall of the Council House, on October 11, was organised by a Committee consisting of the Chairman of the Branch (Mr. R. G. Trollope), the Vice-Chairman (Mr. Tom Jones), Mr. T. L. James, Mr. J. H. Davies, Mr. S. Gealer, Mr. G. Easterbrook, and the Hon. Secretary (Mr. Harry Morris).

To those wishing to qualify

IT has become increasingly apparent during the last few years that the possession of a certificate of general preliminary education is of vital necessity to the local government officer who wishes to qualify as a specialist by taking the examination appropriate to the work of his department.

Many examining bodies conduct their own preliminary examination, but in many cases no preliminary examination is held, candidates applying for entry to the Intermediate Examination having to produce a certificate of a recognised preliminary standard in order to fulfil exemption requirements.

Senior Certificate Examination of the College of Preceptors New Courses.

In view of the fact that the Senior Certificate Examination of the College of Preceptors is recognised by many of the Examining Bodies whose examinations are taken by local government officers, the N.A.L.G.O. Correspondence Institute has prepared a special new course to meet the needs of students desirous of obtaining this certificate.

Special Subjects.

The Correspondence Institute has prepared courses in :

The administration of the Education Acts.

Transport and Traffic.

Local Government Examinations.

Courses are available for most of the professional, technical and vocation examinations applicable to the local government service.

Special booklets giving full particulars of courses are obtainable free of charge from :

THE NALGO CORRESPONDENCE INSTITUTE

24, Abingdon St., Westminster, S.W.1

READERS' NOTES

By JONAS PRAPS

BOOKS have been pouring from the press rapidly for a few weeks, and choice is not easy; here is one which should not be missed.

Indian Ways

Mr. W. M. Halliday has had an almost unique opportunity of studying Indian customs, mythology and folk-lore over a long period of years, first as teacher and for twenty-six years in charge of a Canadian Government Indian Agency. His book, "Potlatch and Totem" (Dent, 15s.) is in two parts: the first describes in story form the potlatch system, the second gives his experiences as a "white" pioneer and as an official, also information on Indian folk-lore. The "potlatch" was an orgy of "giving" lasting some days accompanied by feasting. The giving was a huge self-glorification, an attempt to give away more than any other chief had ever done. The system resulted in the giver borrowing at inflated interest, mortgaging everything he possessed, and unless other chiefs were prepared to play second fiddle they too must arrange other and greater "potlatch" ceremonies: the competition was endless. The Canadian Government eventually made them illegal. The Kwawkewlth people whose lives and habits Mr. Halliday knows through and through, occupy the northern corner of Vancouver Island.

An Early Public Official

Enid Welsford's "The Fool" (Faber, 21s.) is a serious study of the origin and development of the idea of a court fool ending with the stage type harlequinade: from the parasitic jester of Greek times whose existence and sustenance were wholly dependent upon his wit, the court-fool of mediaeval times, and the harlequin, down to the merry-maker of the modern stage. Perhaps it is well to remember that the court-jester, to give him his least opprobrious title, was one of the earliest of public officials, and it may be that through him arose the idea of an official's post being a "sheltered one"—at least the jester could say things to the monarch which, had a courtier given voice to, might have cost him his head. The book is beautifully printed and produced with full notes and bibliography: the student of social and literary history will appreciate it.

Youth on Wheel

Two youthful Scotsmen, Hunter Diack and R. F. Mackenzie, recount in "Road Fortune" (Macmillan, 8s. 6d.) some of their adventures and experiences in a cycle journey through Europe. It is a plain straight-forward account of their trip—London, France, Italy, Albania, Yugo-Slavia, Austria, and Germany. They camped during the nights when in open country, and apart from punctures, bad roads, and being taken for spies, their adventures were not very serious. The narrative and descriptive passages are excellent.

Novels

Henry Wade's new murder story "Heir Presumptive" (Constable, 7s. 6d.) does not start off too convincingly, the crime on the deer stalk does not ring true, but the *denouement* is very cleverly done: the murders are of the wholesale variety.

"Rachel Rosing," by Howard Spring (Collins, 7s. 6d.) is worthy of the praise which the critics have expended upon it. Rachel figured in the writer's earlier book, "Shabby Tiger." She is here married to a wealthy middle-aged Jew, but has an infatuation for the son of a peer. The theme may not be new, but the setting has freshness and individuality.

I feel almost justified in classing "Hell Riders" by Blackledge and Craven (S. Low, 12s. 6d.) as fiction: a great deal of fiction is much less exciting and adventurous. It recounts the activities of the desert police of Irak whose duty it is to deal—not too gently—with the hordes of bandits, gun-runners, dope traffickers and slave-traders who infest the district. The police force is made up of all sorts of adventurers, whether white, black, or coloured matters not, provided they are seasoned to hardship and endurance.

Contrasts

Brief notes of two books as widely separated as the poles in style and subject matter but both well worth reading must suffice. "Nanga Parbat Adventure" by Fritz Bechtold (Murray, 12s.) is the epic story of a German mountaineering expedition in the Himalayas in 1934. The book is dedicated to ten men who lost their lives in the effort to conquer the Nanga Parbat. The illustrations are fine examples of the photographer's art.

It is a far cry from Nanga Parbat to the quietude of Norfolk, where in "I Walked By Night" (Ivor Nicholson, 15s.), a poacher tells the story of his life. There is more than the mere poaching record: the life and labour of the poorer classes and the habits of birds, animals, etc. Both these books speak of conquests, but in very widely separated scenes of action.

PUBLIC HEALTH

FIFTY YEARS IN PUBLIC HEALTH, by Sir Arthur Newsholme (George Allen & Unwin, Ltd., 40 Museum Street, W.C.1), 15s. net.

A picture of health and social problems during 30 years of the author's working life is drawn in this book. Its earlier chapters give new particulars concerning the Bronte family and as to John Simon, Edward Chadwick, C. Murchison and other health pioneers. Then follows a description of phases of private practice in the 'eighties and of 20 years' work as a medical officer of health. Chapters are devoted to such subjects as the rapid decline of typhoid fever, the earlier part of the struggle against tuberculosis, etc. Housing and poverty, the declining birth-rate, cancer and the suggested decadence of the population are other problems dealt with here.

POPULATION CHANGES

EXPECTED POPULATION CHANGES AND THEIR EFFECT UPON SOCIAL SERVICES, by Norman Wilson, D.P.A.: Research Studies in Administration (Institute of Public Administration, London), 1s. net.

This booklet of 36 pages should be read by those who are interested in the social services, whether central or local. It is a careful study of the trends of population, both in total and in age-groups, and sets out the great changes which may be expected in the coming decades. Examination is made of the probable effects on the services relating to housing, education, the blind, tuberculosis, school medical services, maternity and child welfare and on contributory and non-contributory pensions. Two of Mr. Wilson's conclusions are that, although the population will be practically stationary for the next ten years and will then decline substantially, the number of separate families requiring houses will increase, and that although there will be a large reduction in the number of children of school age, it will not be possible to effect a corresponding reduction in expenditure.

Words and Phrases

Roget's "Thesaurus of English Words and Phrases" and "A Dictionary of Quotations and An Alphabet of Proverbs," by J. K. Moorhead and Charles Lee are two of the latest of Dent's publications, and maintain the

(*Continued in column 3*)

SELECTION OF LOCAL GOVERNMENT OFFICE

To the Editor, LOCAL GOVERNMENT SERVIC

SIR,—I am not naturally a very str Trade Unionist, nor am I to be found in feminist ranks, but I should like to support views expressed in Miss Thompson's ar on the "Selection of Local Governm Officers."

The primary function of N.A.L.G.O. surely to maintain a high standard in pu service, and one reasonable method is encourage the most suitable applicant to selected for any particular post. Altho it is the concern of the Local Authority appoint their employees, such an appointm as that at Liverpool should not go unquestion Here, it is evident that at the beginning it the first consideration of the Council to ob a Superintendent of Lettings who had highest qualifications and experience, but fin quite irrelevant factors overbalanced t judgment. While sex prejudice is still str in many towns, an occasion such as this mi well be used to show disapproval of such po and to arouse public opinion to prevent sim occurrences.

Yours, etc.,
D. E. MISKIN

To the Editor, LOCAL GOVERNMENT SERVICE

SIR,—I have read Miss Thompson's arti on the "Selection of Local Governm Officials" with great interest. It is essen for the success of local government, and the fore of prime importance to all local governme officials, that the person best fitted for a particular job should be appointed regardl of sex or local consideration. Surely, then, is the function of N.A.L.G.O., which exi primarily to protect the interests and expr the point of view of local government offici to make a stand when these principles of sel tion seem to be disregarded.

Yours, etc.,
J. DARLING
Chelsea Borough Coun

SERVICE CONDITIONS ABRO

The Netherlands Minister of the Inter recently informed the municipal authori that the Government has considered it necess for the purpose of preserving a balan budget, to introduce a cut in the pay of c servants as from January 1, 1936. The rate the cut will be about 5 per cent., and it represent an annual saving to the State 10,000,000 florins.

A corresponding reduction must be made the pay of municipal officials. As rega workers in municipal service, however, mu cipalities must take into consideration living conditions and wages of workers in district. If it is shown that the cost of liv has fallen since wages were last fixed, reduction shall be made, local conditions be taken into account.

In this connection the Minister asked to informed through the provincial administrati of the results of the inquiries and decisions of local authorities. When the latter consider t the reduction in wages can only be applied part or not at all, they must send the cen administration a detailed report setting fo the reasons for this opinion.—"*Industrial Labour Information*," *November* 11, 19

(*Continued from column 2*)

standard of their predecessors. The Thesau was first published in 1852, and has b constantly enlarged and amended since th The Dictionary is based upon Bartle "Familiar Quotations," which was first p lished during 1869 and, here again, const revision and amendment has ensured that out-of-date matter is included. These volumes, at 5s. each, should be at the elbo every writer.—D. J. P.

In the
Christmas rush do not forget
the renewal of your Fire Insurance.
N.B.—Nalgo rates are the lowest and its
Comprehensive policies are the best.
Your Local Correspondent will give you details
and supply proposal form, or you can obtain
them from the
Nalgo Insurance Department,
24, Abingdon Street,
Westminster, S.W.1.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: WHItehall 9351 (6 lines).
Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch officers from headquarters :—

November 1, 1935

Circular No. 65/1935
(To local correspondents of the N.A.L.G.O. Provident Society.)
(*a*) Regarding the membership campaign and competition, 1935.
(*b*) Regarding the Hospital and Nursing Home Scheme.

October 25, 1935

Circular No. 66/*Ed.*/1935
(To branch secretaries and education correspondents.)
Requesting information on the benefits resulting from the possession of a Diploma in Public Administration.

Circular No. 67/*Gen.*/1935
(To branch secretaries.)
(*a*) Stating that copies of the summary of the annual report are shortly to be issued to branches.
(*b*) Enclosing a copy of the minutes of proceedings of the annual conference, 1935, for general branch use.
(*c*) Enclosing a copy of the amended rules and constitution of the Association and stating that additional copies may be obtained.
(*d*) Enclosing entry form for the correspondence chess competition, 1935-6.
(*e*) Notifying the change of telephone number at headquarters.

Circular No. 68/*B. & O.*/1935
(To branch secretaries).
Being a letter signed by the Chairman of the Management Committee of the Benevolent and Orphan Fund enclosing a copy of an appeal made on behalf of the Fund by Mr. J. Darricotte, and setting out form for requisitioning further copies.

Circular No. 69/*B. & O.*/1935
(To branch secretaries.)
Enclosing a copy of the letter sent to branch secretaries on June 28, 1935, regarding the resolution passed at the Annual Conference, 1935, regarding the Benevolent and Orphan Fund, and requesting those branches which have not sent their observations to do so as early as possible.

Circular No. 70/*B. & O.*/1935
(To branch secretaries.)
(*a*) Regarding the discontinuance of the collection of tinfoil on behalf of the Benevolent and Orphan Fund.
(*b*) Announcing a poster competition.

Circular No. 71/*Gen.*/1935.
(To branch secretaries.)
(*a*) Asking for assistance from branches in disposing of copies of "A Century of Municipal Progress, 1835-1935."
(*b*) Concerning the centenary essay competition.
(*c*) Concerning the proposed compulsory superannuation Bill.

October 28, 1935

Circular No. 72/*H.Y.S.*/1935
(To branch secretaries.)
Regarding the sale of "Help Yourself" Annual.

November 7, 1935

Circular No. 73/*Diary*/1935.
(To branch secretaries.)
Stating that the Association's Diary for 1936 is ready for sale and enclosing a supply of leaflets for display and an order form for obtaining copies.

Circular No. 74/*Gen.*/1935.
(To secretaries of district committees and branches.)
Concerning the purchase of publications and enclosing a considered statement on the subject.

Circular No. 75/*Gen.*/1935
(To branch secretaries.)
Regarding the audit of books of the Association and of the activities of the Association.

Circular No. 76/*Gen.*/1935.
(To secretaries of district committees and branches.)
(*a*) Regarding the Benefit Scheme to Encourage Continuous Membership and enclosing a considered statement on the subject.

IMPORTANT

Please note that, in future, all editorial communications must be sent to the Editor, Local Government Service, 24 Abingdon Street, Westminster, S.W.1, and all advertisement communications to A. Darby's Advertising Service, 24-26 Water Lane, E.C.4.

(*b*) Requesting the observations of district committees and branches on the scheme.

Circular No. 77/*T.S.*/1935
(To branch secretaries.)
Setting out a resolution passed by the National Executive Council concerning trading schemes.

Circular No. 78/*Cefn-y-Mynach*/1935.
(To branch secretaries.)
Regarding bookings for Christmas at Cefn-y-Mynach Private Hotel, Rhos-on-Sea.

Circular No. 79/*B. & O.*/1935
(To branch secretaries.)
Asking branches to organise whist drives, etc., in aid of the Benevolent and Orphan Fund.

Circular No. 80/*Badges*/1935.
(To branch secretaries.)
Enclosing a leaflet illustrating the badge which has been designed for presidents of branches and containing instructions for ordering.

Circular No. 81/*Ed.*/1935.
(To branch secretaries and Education correspondents.)
Enclosing copies of a pamphlet describing the senior certificate examination of the College of Preceptors, and stating that further copies of the pamphlet are available.

November 14, 1935.

Circular No. 82/*B. & O.*/1935
(*a*) Enclosing a copy of the whist scoring card.
(*b*) Giving further information concerning the B. & O. Fund Poster Competition.

October 22, 1935

Circular No. 89/*Prov.*/1935
(To branch secretaries and N.A.L.G.O. Provident Society correspondents.)
Concerning the Hospital and Nursing Home Scheme.

SUMMARY SHEETS

Branch officers who have yet to complete and forward to headquarters their audited summary sheets for the year which ended on October 31 last are particularly asked to do so at once. It is hoped that returns will show a big increase in membership and subscriptions in respect of the past year, but only the summary sheets can reveal this vital information.

Between the end of the branch year and that of the National Association (December 31) much work has to be done in the checking and recording of information which the summary sheets contain, and their early submission is of great assistance.

Will branch secretaries and treasurers kindly help headquarters by sending in their summary sheets now?

IMPORTANT DATES

December 6 and 7.—Meetings of Committees of the National Executive Council.
December 21.—Meeting of the National Executive Council.
December 25.—Renewal premiums due on N.A.L.G.O. Household Insurance Comprehensive Bonus Policies.

ORDER FORM

"A CENTURY OF MUNICIPAL PROGRESS, 1835—1935"—Price £1 1 0

To the GENERAL SECRETARY, N.A.L.G.O.,
24 Abingdon Street,
Westminster, S.W.1

"... must imperatively be read by every local government officer, high or low, as the indispensable basis of his professional culture"—SIDNEY WEBB.

Please send me.....copy(ies) of "A Century of Municipal Progress, 1835—1935" for which I am enclosing a remittance for £ . :

NAME.....

ADDRESS.....

Local Government Service

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2827-2828-2829.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to The Editor.

THE END OF THE YEAR

WITH this issue we complete another volume of Local Government Service and a very important year. From whatever angle we view it retrospect, we can come only to the ne conclusion—that the work of local overnment authorities is more generisly appreciated.

In our January issue we ventured to iggest that "we are entering upon a ear which can be made momentous in e history of local government if we all r our bit." We believe that hope has en more than fulfilled. 1935 has made big impression on the viewpoint of a ry large number of people and particurly those who have in the past accusmed themselves to taking all the lvantages of local government services ithout once attempting to understand ow and why they are rendered. The sponse of the branches and their onorary officers to the appeal of the ational Executive Council to take full easure in advertising local government om the opportunity which the centenary the passing of the Municipal Corporions Act, 1835, presented, has filled eryone with admiration.

uccessful Exhibitions

The sum total of the local efforts to lebrate this very important year is ally colossal, and the fruits of that work ill be reaped if the knowledge and xperience gained during the past year crystallised into something which can used as a regular stimulant to public pinion. There have been events which me under the limited description of celebrations," and there have been ore ambitious schemes such as exhibions and publication of brochures which n be adopted as regular features. The praiseworthy attempts to "exhibit" local government have shown great possibilities. Booklets and diagrams have told ratepayers in effective and simple language what they get for their money and, here again, we have in embryo effective propaganda. There is still the film, and we are not without hope that something in this direction will be attempted before long.

Royal Appreciation

The other outstanding events in which we have all been deeply interested have been the silver jubilee of Their Majesties' reign and a general election. The Cheltenham Conference spoke for the Association when it sent a message of congratulation to the King and Queen. What our Royal House thinks of local government is clearly indicated in two speeches. The first was in the Silver Jubilee message to the school-children of London, when His Majesty exhorted them to use all their powers to be good citizens in good cities. "The future is yours," said His Majesty, and "it is your high responsibility." The second came from H.R.H. The Prince of Wales, speaking at Guildhall at the centenary dinner arranged by the Association of Municipal Corporations. The Prince said: "The quality of local government intimately affects the convenience, health, comfort and safety of every one of us, and its quality will ultimately depend on the quality of those who are undertaking its service."

It would be false modesty if we refused to acknowledge that this high praise, so spontaneously bestowed upon this country's bulwark of democratic government, is well-merited by those whose loyalty, selflessness and devotion to duty has done more than any other single factor in our national system of social and economic organisation to lift this country out of the trough of despond into which it sank so alarmingly and rapidly four years ago.

1931 And All That

That hectic period which came upon us like a bolt out of the blue during the early days of 1931 is not yet so remote that we fail to shudder whenever we think of it, but the days of "sacrifices" are over and the period of reconstruction has set in. The whole tenor of the Government's attitude towards public administration has undergone a complete metamorphosis in four short years, and it is of more than academic interest to contrast the "official" views on the public services in 1931 and in 1935.

The Committee on National Expenditure, appointed by the First Lord of the Treasury on March 17, 1931 and presided over by Sir George May (now Baron May, K.B.E.), whose report precipitated events in the fall of that year, said: "After the heavy sacrifices of the war, large sections of the nation looked to the post-war period with the natural expectation of a general improvement in the old conditions of life. The disappointment of many hopes in the economic sphere seemed to intensify demands for improvements from political action and all parties have felt the insistent pressure for promises of 'reforms' as the price of support, such 'reforms' being in fact mostly of the nature of privileges or benefits for particular classes at the cost of the general taxpayer.

"The results of this pressure are to be seen not only in the lavish promises contained in the election addresses of the period since the war, but in the undertakings freely given by individual Parliamentary candidates to sections of the electorate. At election times those desiring increased expenditure on particular objects are usually far better organised, far more active and vocal than those who favour the vague and uninspiring course of strict economy. . . ." That report was the fount and origin of the reconstruction of the Labour Government into a National Government and of the famous White Paper known as the "Memorandum on the Measures proposed by His Majesty's Government to secure reductions in National Expenditure."

N.A.L.G.O. To The Fore

But here it was that N.A.L.G.O. stepped in. It was no mere accident that, at this time, the Association decided to inaugurate a campaign to educate public opinion as to the importance of the social services and to combat those phrases so inimical to public administration—phrases which indeed, almost threatened the continued existence of public administration—and which fell so glibly from the lips of those who represented other interests that they were believed by the great majority of the people. We said in the November, 1931, issue of Local Government Service: "The formulation of a plan to remove the false ideas which have such a depressing effect upon our enthusiasm for our work becomes more necessary."

With the inauguration of that campaign a forward step, dictated by the principles which govern wise administration, was taken and the General Election of 1935 must be regarded as a justification of everything we have been saying since then. Just look at the programme upon which the National Government has been returned to office, for there will be found proof of the efficacy of N.A.L.G.O.'s policy. It was the basis of the appeal made to the electors by the Government candidates, and perhaps we may quote the following, which appeared in heavy type in one manifesto: "But do not suppose that this national effort which we must make will prevent or delay the march to social betterment. On the contrary, the serving of great causes of peace and freedom will spur and stir progress at home. Men's wits will be sharpened and their spirits braced for renewed mental strife against the evils of

(*Continued on page 348, column 3*)

"WHY LOCAL GOVERNMENT?"

MR. L. HILL REVIEWS DEVELOPMENTS OF THE LAST 150 YEARS

"WHY Local Government?" was the subject of an address which Mr. L. Hill, the General Secretary of N.A.L.G.O., delivered at Camberwell Public Library on the evening of Tuesday, November 5. In a plea for civic consciousness, he remarked: "Each one of you, individually and separately, by your lack of consideration for your neighbours, and collectively, by your attempts to evade your social responsibilities, are responsible for all the Local Government Law. It is quite right that by-laws should prevent you from doing the wrong thing, but the real victory will be yours when your civic consciousness takes the place of by-laws."

It was heartening to note, he added, that there was marked progress in this direction. Twenty years ago every Education Officer's files contained letters of abuse from irate parents who would not have their children examined by the School Doctor. To-day, the children of these experimental times were the parents, and they appreciated the value of clinics. "It is dawning upon us, slowly perhaps, that there is economics in good health." The expectation of life of a child born to-day was 17 years more than the expectation of life of its grandfather born in 1850.

Plan for the Future!

"We have learned to our cost the great handicap to efficient administration caused by the absence of forward thinking by those who were in control of our towns during the past hundred years. We can see, if we want to see, the trend of the future. Are we going to be accused by our successors in public life that we also failed dismally to plan for the future? What Local Government means to us to-day—as regards our health, our convenience, our comfort—is small compared with what it is going to mean to our children and their children. We have only two alternatives before us: either to recognise that in this highly-complicated and inter-related social system of living, poor mental and physical material is an economic loss and to apply our knowledge and education towards a better life; or to revert to the law of the Jungle."

"Ghouls of Private Profit"

Discussing the changes in our social conditions during the past 150 years, Mr. Hill pointed out that most of the population up to the latter part of the eighteenth century was centred in the villages and the countryside. England in the main was divided into ecclesiastical provinces, dioceses, archdeaconaries, rural deaconaries and parishes. The parish was the first known Local Government unit with its root in Saxon times. There were then thousands of them, and their boundaries were practically the same as those of the feudal manors. The vestry meetings were the fore-runners of our council meetings. The justices were the rulers of the county. A justice of the peace acting alone was endowed with certain limited powers; acting in conjunction with one or more of his peers, he was endowed with larger powers. His duties were both judicial and ministerial. In so far as they were ministerial it was his business to license public houses, to control the administration of the poor laws, the building of bridges and roads and the management of prisons and houses of correction. The county, then, was the real nursery of our Local Government system.

There were, of course, a number of towns which had received Charters of Incorporation. It had been the practice for many centuries before 1835 for townships, when they had reached a certain stage of development to apply to the Crown for a Charter of Incorporation, which, when they received it, gave them powers of Local Government and to a certain extent separated them from the counties in which they were situated. These charters, however, varied from place to place. The powers which they conferred were not uniform. The Mayors, Aldermen, and Councillors were practically self-elected. The franchise were very limited, sometimes to Freemen of the Borough. Naturally, under such loose and free conditions corruption and jobbery were inevitable.

No revolutionary force ever hit the world with the same impact as the harnessing of steam. It started our industrial and mechanical age, and the promises of a distribution of wealth caused the trek of the rural population into the towns to obtain work in the mills and factories. The concentration of huge numbers of the populations in industrial centres soon threw into high relief the inadequacy of the old municipalities. Then came the great impact upon our social thinking, he said, referring to the report of the Royal Commission on Municipal Corporations in 1835.

The past one hundred years have been virtually a pilgrimage of Local Government legislation. From 1835 to 1842 there was little change in the effectiveness of local administration, but there were forces at work—on both sides. The deeply entrenched forces of tradition and custom were being disturbed by men with forward views—men who saw trends and who were trying to work out a new set of social conditions; men like Sir Edwin Chadwick (1800-90), the sanitary reformer, economist, and statistician. From 1844 we see an increasing pace of social legislation. We find also the constitution at intervals of different types of authorities. He referred to the creation of the urban and rural sanitary authorities (now the Urban and Rural District Councils) in 1875, and the creation of the County Councils in 1888, by which time, he remarked, the whole country had been mapped out into the modern form of Local Governing areas. In 1894 a Local Government Act was passed which separated the civil and Ecclesiastical functions of the parish. "From this you can imagine how near we are still to the first principles of governmental control."

At the beginning of the present century there were nearly 26,000 separate Local Government units alive. To-day, the number of separate Local Government units is not more than 9,000. The Local Government Act, 1929, encourages County Councils to continue the sorting out and levelling up of the administrative areas. "Therefore, you see there has been a great tidying-up in that respect during the present century. It is singularly worth noting," he remarked, "that whilst we have been abolishing *ad hoc* authorities and endeavouring to reduce the number of Local Government areas, a new type of public control authority has sprung into being. It is a new hybrid which has not yet been catalogued, i.e., the British Broadcasting Corporation; Electricity Commissioners; and London Transport Board. We have also seen an expansion of governmental control of food stuffs. The trend then is in the direction of greater control. This is not a trend of thought, but an inevitability of modern conditions.

"As you know, people of 100 years ago damned every advocate of popular education as the agent of the devil, so you have to-day their modern counterparts, who throw up their hands in horror of the idea of greater Local Government and Public Service activities. The ghouls of private profit—the business descendents of the men who built the back-to-back houses in Leeds—are lying in wait to take possession of the lives of the people when the right opportunity arises."

THE END OF THE YEAR

(Continued)

poverty and the curse of worklessness; in the use of public credit for public works; in the extension of the school age; in the continuous improvement of education; in an active policy of rehousing; in an invigorated system of Empire settlement; in the more sympathetic treatment of the so-called derelict areas and of the administration of the means test; in the provision of pension facilities for 'black-coated' workers and agricultural labourers; above all, in the fuller use of the land of Britain will be found paths which we must tread with earnestness and zeal. The massive programme of the National Government comprises all these fertile and hopeful schemes." Where is the "May" Report now?

Reversing the "Economy" Wheels

If there is any consolation in public officers being made the scapegoat for forms of retrenchment, it is in the knowledge that, within a short period of four years, the "economy" appeal which brought the present Government into office in 1931 was entirely reversed as justification for continuing them in office in 1935. Such is the gullibility of the general public as regards public administration that the Association is fully justified in its efforts to bring home to the public the simple fact that local government is a permanent institution, a long-term investment and, like the slogan of a famous motor-car, the public "can buy everything else but it invests in local government."

The copybook for 1931-1935 has been blotted; the first entry has yet to be made in the new copybook and in the meantime we wish our readers most cordially "A Merrie Christmas."

SHOULDERING THE BURDENS

Mr. G. W. Coster, President of the Association, gave an address at the annual meeting of the Fife Branch, held at Kirkcaldy recently. It seemed to be the idea at headquarters, he remarked, that they had only to legislate and send down their decisions to the local authorities and expect the authorities to find the necessary machinery to put into effect those matters which were to be brought about by the statute. Sometimes it was not appreciated at headquarters what a big demand that was, but it was to the credit of local authorities in both England and Scotland that they had shouldered their burdens in a most commendable way.

Mr. William Wilson, Chief Public Assistance Officer for Fife, presided, and addresses of welcome were given by Provost Wilson, Kirkcaldy, and Mr. David Bonthrone, Newton of Falkland, vice-convener of the county.

A Merry Christmas to all Our Readers

EAST MIDLAND DISTRICT COMMITTEE

The East Midland District Committee met in the Shire Hall, Nottingham, on October 26. Mr. G. H. Parkin (Hucknall) presided, supported by Mr. B. W. L. Bulkeley (Director of Education, Notts. County Council), President of the District Committee, Mr. J. Chaston (Clerk to the Kettering U.D.C.) a member of the National Executive Council, and Mr. F. B. Matthews (Public Assistance Officer, Lindsey County Council), Vice-Chairman.

Special consideration was given to an analysis of the income of the B. and O. Fund in 1934. This showed that in the East Midlands forty Branches contributed to the Fund out of forty-two; and that the contribution of £900 averaged 3s. 8d. per member, as compared with the West Midland average of 4s. 3d., and the national average of 3s. 11d. While the District was tenth out of twelve in contributing in 1934, in the same year it was third highest in the amount per head disbursed (£849 16s. 10d.) and was second to Scotland in the percentage of total grants in relation to total contributions. Mr. J. J. Clist (Leicester) said that unfortunately members had not yet realised the need for higher direct contributions to the Fund. The Committee decided to circulate a further appeal to the members.

The Committee also considered the delay on the part of certain Branches in forwarding subscriptions and returns to Headquarters. A proposal to impose "sanctions" was not approved, and it was decided to make an appeal to the Branches concerned.

It was reported that the Scunthorpe and Frodingham U.D.C. had adopted a revised scale of salaries; that the Kesteven County Council had adopted the Local Government and other Officers' Superannuation Act, 1922; that the Branches concerned had been supplied with a memorandum from the Association's Solicitors on the Counties of Chester and Derby Order under Section 140 of the Local Government Act, 1933; that legal aid had been given a Chesterfield member in a successful claim for compensation resulting from an accident; and that various functions had been organised in connection with the Centenary.

In regard to the adoption of the 1922 Superannuation Act by the Kesteven County Council, it was mentioned that according to Press reports "the essential part of the scheme was that the officers included in the list of designated posts should, either by the lengthening of scales or by voluntary contributions, pay one-half of the equal annual payments for the first five years." The unfairness of this arrangement to transfer to the officers part of the County Council's liability under the Act was strongly criticised. It was decided to draw the attention of the National Association to the matter, and to refer it to the District Executive Committee for special consideration.

SALARIES AND SERVICE CONDITIONS

THE SUPERANNUATION QUESTION AGAIN

Superannuation

The statutory meeting of the Bury Council in connection with the adoption of superannuation was held during November, when a unanimous decision in favour of the adoption of the Act was reached.

The following is an extract from a letter of congratulation received from a member who was previously at Birkenhead :—

" I feel quite sure this matter would not have gone through successfully had it depended on my own efforts, so that all my gratitude and appreciation is given to N.A.L.G.O."

The member had previously accepted a post under the Birkenhead Corporation in response to an advertisement that the post should be superannuable, but there had been a failure to designate the post. The situation became acute when the member obtained a position with another authority and the question of an aggregation of all her past services was threatened.

The following is an extract from one of the daily newspapers :—*£6-a-Week Job. (But Nobody Seems Anxious to Take It).* " It is extraordinary that we should have to go cap in hand for an applicant for a £300-a-year job," said Councillor Doctor F. J. Dow at yesterday's meeting of South Westmorland Council.

Two men had successively been appointed Assistant Clerk and had later turned down the appointment.

Doctor Dow said *the difficulty was that the Council had no superannuation scheme*, and that there were few councils in the district for promotion. It was agreed to re-advertise the position at £340 a year, with rises of £10.

Salaries

An application has been made to the Eston U.D.C. for the adoption of the West Riding Provincial Scales of Salaries and conditions of service. The Divisional Secretary is expecting to interview a sub-committee within the near future.

The Doncaster Branch has decided, through the Divisional Secretary, to make an application to the Council for the adoption of the West Riding Joint Councils Scale of Salaries, and also for the appointment of a local joint committee.

The Kidsgrove Urban District Council has adopted Scale I of Grade A of the Association's National Minimum Scales of Salaries up to £150 at age 23.

An application has been submitted to the Gainsborough Council for the adoption of a scale of salaries.

The Divisional Secretary met the Finance Committee of the Abertillery Urban District Council on November 11 regarding Salaries and Superannuation. He was given a full and courteous hearing, and it is believed progress was made.

Sickness Allowances

Successful representations have recently been made to the Liverpool Corporation in the case of a Nurse receiving a weekly rate of remuneration, plus rations. She held a non-resident post and was absent through illness. She was not paid the value of her rations, amounting to ten shillings a week, during that period. It was contended that it would be anomalous for an officer to be worse off through sickness than when working and the Council decided to supply the value of the food which would have been supplied if on duty, during the period of the illness. The matter is interesting in view of its bearing on future cases.

DIARIES FOR ALL PURPOSES

T. J. and J. Smith, Ltd., have issued new types of diaries for 1936. The commercial series is, perhaps, the most important. The new " Datada " appointment diary, post-quarto size, "one day to a page," with each page divided into quarter hours, is an excellent business diary. Pocket diaries, Azure diaries, diaries with Christmas and New Year greetings, self-registering diaries, and this year's special feature of "Film Fan" diaries, are included. Perhaps a municipal diary will be seen for 1937.

Charles Letts and Co. offer, for 1936, diaries for all occasions and of various sizes. There are diaries for business man and motorist; gardener and farmer; teacher and housewife; animal lover and poultry keeper, etc.

NATIONAL HEALTH AND CONTRIBUTORY PENSIONS ACT

Statutory Increase in Rates of Contributions

Contributors are informed that the Old Age and Contributory Pensions Act, 1925, Sec. 43 (2), provides for an increase in the rates of contribution during the decennial period commencing January 1, 1936, and subsequent decennial periods 1946 and 1956.

The National Health and Contributory Pensions Act, 1935, Sec. 19, provides that the increase of contributions shall in the case of a man be 2d. per week, one penny being payable by the employer and one penny by the insured person. In the case of a woman the increase will be one penny per week which will be payable by the insured person.

The increase in contributions will be met in full by the voluntary contributor.

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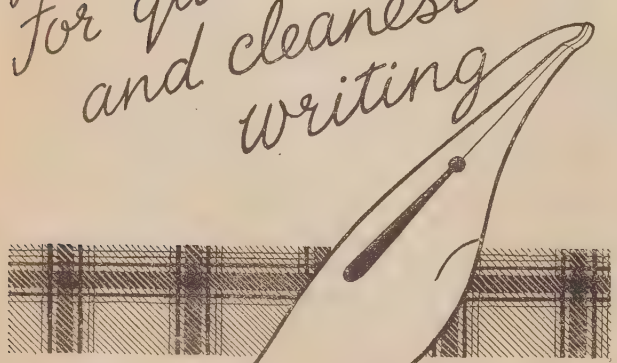

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AT RANDOM: COMMENTARY ON CURRENT TOPICS

By HYPERION

Versatile Detectives

WHO is the most versatile detective? All writers of detective novels seem to have a predilection for endowing their detectives with "every virtue, every grace." I have recently been reading Dorothy Sayers' latest Lord Peter Wimsey novel, "Gaudy Night." I see, by the way, that the first edition of this book, amounting to 17,000 copies, was sold out on the day of publication.

It is very satisfying for those who have followed the fortunes of Lord Peter Wimsey and Harriet Vane through so many exciting adventures to know that at last they are going to get married! So realistically has Miss Sayers portrayed her characters that one almost feels in duty bound to send them a wedding present, but one does hope that Bunter—next to Jeeves the most perfect gentleman's gentleman in literature—does not give notice as a result. Personally, I cannot help feeling that Miss Sayers, in common with many other writers of detective fiction, does rather exaggerate the number of accomplishments of her hero. And as a result, Lord Peter is more of a wistful wish-fulfilment than a human being.

Here is a list of some of his qualities and accomplishments:

Fencing.
Ju Jitsu.
Swimming.
Connoisseur of old furniture and antiques, incunabula and old books.
Expert pianist and musician.
Perfect manners.
Perfect temper.
History First and Cricket Blue at Oxford.
Excellent linguist.
Has hunted with the Quorn.
Connoisseur of wine and food.
Expert campanologist; and
Admirable dancer.

Perhaps some admirer of Sherlock Holmes or of Philo Vance will compile for comparison a list of those detectives' accomplishments with a view to deciding which is the most versatile detective!

Limerick

There was a young lady of Wal Wal
Whose boy friend was only a pal pal,
But the love-hungry miss
Grew weary of this
And cried, "Atta boy. What the hal hal?"

Nat Gubbins in the "Sunday Express."

Chance Acquaintances

There is a great charm in meeting and talking to someone intelligent whom one knows nothing about and will never probably see again. It gives one a sense of the immense variety of life and how one's own life is only a little speck of consciousness in a firmament of such specks. —*From "Try the Sky," by Francis Stuart.*

Quick Culture

Lady returning from day-trip to Boulogne (to boat acquaintance):

"*Vous êtes un un, n'êtes vous pas?*"—*Punch.*

The Lost Art of Amusing Yourself

People don't know how to entertain themselves now. They leave it to other people to do it for them. They swallow what's given them. They have to swallow it whether they like it or not. Cinemas, newspapers, magazines, gramophones, football matches, wireless telephones—take them or leave them if you want to amuse yourself. The ordinary man can't leave them. He takes—and what's that but slavery? —*From "Antic Hay," by Aldous Huxley.*

Bad Spelling and Slow Paying

After the new church treasurer wrote several letters, all but one of the members paid up. Finally, he wrote another letter, and the last man forwarded his contribution. Shortly after, the pastor dined at the man's home.

"You have a new treasurer?" inquired the host.

"Yes," answered the pastor.

"He writes a nice letter," remarked the host, "except that he can't spell."

"Is that so?"

"Yes; he ought to be corrected on that. He spelled 'skunk' with a 'c,' and had two 's's' in lousy."

A Story for Animal-Lovers

I like the story quoted by William James about the Polish patriot and the dirty dog.

One very wet day the patriot, whose name, by the way, was Towianski, was seen by one of his friends caressing a big dog which was jumping upon him and covering him horribly with mud.

On being asked why he permitted the animal thus to dirty his clothes, Towianski replied:

"This dog, whom I am now meeting for the first time, has shown a great fellow-feeling for me, and a great joy in my recognition and acceptance of his greetings. Were I to drive him off, I should wound his feelings and do him a moral injury. The damage which he does to my coat is nothing in comparison with the wrong which I should inflict upon him, in case I were to remain indifferent to the manifestations of his friendship."

The Doctor

Marcus the doctor called yesterday on the marble Zeus; though marble, and though Zeus, his funeral is to-day.—*From the Greek Anthology.*

London in 1685

When the evening closed in, the difficulty and danger of walking about London became serious indeed. The garret windows were opened, and pails were emptied, with little regard to those who were passing below. Falls, bruises, and broken bones were of constant occurrence. For, till the last year of the reign of Charles II, most of the streets were left in profound darkness.

Thieves and robbers plied their trade with impunity: yet they were hardly so terrible to peaceable citizens as another class of ruffians. It was a favourite amusement of dissolute young gentlemen to swagger by night about the town, breaking windows, upsetting sedans, beating quiet men, and offering rude caresses to pretty women . . .

The machinery for keeping the peace was utterly contemptible. There was an Act of Common Council which provided that more than a thousand watchmen should be constantly alert in the city, from sunset to sunrise, and that every inhabitant should take his turn of duty. But this Act was negligently executed. Few of those who were summoned left their homes; and those few generally found it more agreeable to tipple in alehouses than to walk the streets.—*From Macaulay's "History of England."*

Time Limit

An American preacher asked the deacons of the church how long he should preach. The Senior Deacon replied:

"Well, we calculate that there aren't many souls saved after twenty minutes."

On Dramatic Critics

They had been presented with diamond scarf pins by the Mistress of the Robes as soon as they arrived, so they knew just what to say.

"Nature by some mechanical process," wrote one, "can produce dew, but it takes Art to produce tears."—*Ronald Firbank.*

Giving and Taking

"I never give a kiss" (says Prue)
"To naughty man, for I abhor it."
She will not give a kiss, 'tis true;
She'll take one, though, and thank you for it.

—*T. Moore.*

Making It Quite Clear

"These natives wear very few clothes owing to the heat which is caused by the climate."—*From a commentary on a film depicting the life of some savage tribes.*

This Month's Short Story

Once upon a time there were two fleas, and after working very hard for several years they retired and bought themselves a dog and lived happily ever after.

Fashion Note

New York, Saturday.

Anthony Eden dresses and Anthony Eden coats are to be seen in the windows of a fashionable Fifth Avenue dress shop.

The dresses are of silk, in black and white stripes, the colour scheme of Mr. Eden's diplomatic trousers, and the coats are double-breasted with broad lapels.—*News item in the "Sunday Pictorial."*

Aphorism

"Babies may be bald and obese, but they are not world-weary."—*Mr. James Douglas.*

"The Good Old Days"

DOCTOR FREDERICK
Lately come from GERMANY

Begs leave to acquaint the Publick, that he undertakes to Cure the Gout, and Rheumatism, without any return; being the first person that ever could Cure the Gout in London; Likewise, Cures the Yellow Jaundice, Stitching in the Side. He likewise Cures any Body who is bit by a Mad Dog; Gentleman and Ladies, I call myself Master; in a Word if you will make Trial where the Public may find great Benefit. No cure no Pay.

Direct to me at Mr. Compton's, the Crown and Feathers, in Holbourn, near Red Lyon Street, London.

—*From "Johnson's England."*

French "After The School of Stratford-atte-Bowe"

. . . In the charming comedy called *Ici on parle francais* someone inquires in a shop which bears that sign, "*Qui est la personne ici qui parle francais?*"

The young man behind the counter bows deeply and answers: "*Je.*"

—*From Stephen Leacock's "Humour."*

Doomsday Book

William next invented a system according to which everybody had to belong to somebody else, and everybody else to the King. This was called the Feutile system, and in order to prove that it was true he wrote a book called the *Doomsday Book*, which contained an inventory of all the possessions of all his subjects; after reading the book through carefully William agreed with it and signed it, indicating to everybody that the Possessions in it were now his.—*From "1066 And All That."*

The Thin Veneer of Civilisation

Man, who began as an ape afflicted with megalomania, is now essentially a savage who fancies himself civilised. Hence the danger. He calls himself *homo sapiens*, a title which he has done little to earn. His real tastes are those of a savage, suitably watered down.—*Dean Inge.*

Tale-Piece

The English are at last becoming genuinely milk-conscious.—*News item.*

BRIDGE FORUM

By NEVILLE HOBSON

SO long as "Auction" was the accepted form of Bridge, it was comparatively easy to write on questions of general interest to the majority of Bridge players, but the fundamental differences between the simpler form of the game and the involved complexities of "Contract" are so great as to make articles on the latter of little interest to the player who still treads the "Auction" way.

Many of these divergencies could have been reconciled but for the extraordinary development of Contract systems, all of which call for detailed study, though an article dealing with any particular convention is of little value to those who do not play the one under review.

I am one of the many who deplore the extent to which the detailed evolution of Contract has become inter-mixed with artificialities, which conflict at times with the basic proprieties of a game which should always encourage the "open door." I refer to the open door of general card sense and efficiency, but these are of little avail against a pair playing some system in which various bids have unnatural meanings, which can never be fully appreciated by the player who has not previously been instructed in the complex methods adopted.

The sadness of this state of affairs to an old player arises from the growing conviction that the lengths to which systems have been carried are really unnecessary, and that "Natural bidding" (to invoke the term by which one of the modern methods is known) is adequate to meet all requirements.

Admittedly, so-called "Natural bidding" calls for a definite understanding as to the significance of certain types of bids, but these are still natural in the sense that they have an inference which can quickly be understood and adopted by an old card player.

It is only a few days since I heard of two players who are members of a Club with which I was connected recently, who went to the recent Congress at Harrogate and did very well. They are experienced enough to realise that many ordinary players are able to hold their own quite well as the result of the definite understandings underlying Conventional bidding, so they decided to indulge in initial bids of considerably less than the accepted holding of 2½ quick tricks. This so upset many of their opponents who were slaves to these involved conventions that their methods were unusually successful.

Be that as it may, Bridge is still a great game and one of the best forms of relaxation which the busy man—and woman—in the realms of Local Government can enjoy, and I can only wish, for those who have perused this column, the best which their dreams and aspirations have conjured up for them.

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NORTH BUCKS BRANCH ANNUAL DINNER

Among those present at the first annual dinner of the North Bucks Branch of the Association, held at the White Hart Hotel, Buckingham, on Saturday, October 19, were Sir Edward Campbell (Parliamentary Secretary to the Minister of Health), Sir Leonard H. West (Chairman of the Bucks County Council), Captain Sir George Bowyer, Bart., M.P. (President of the Urban District Councils Association), Mr. G. W. Coster, M.B.E., President of N.A.L.G.O., and Col. Guy R. Crouch (Clerk to the Bucks County Council). Lieut.-Col. J Williams, C.C. (Emberton), presided. Remarking that it would be a pity if the Association allied itself to any political party, Sir Edward Campbell pointed out that the Ministry appreciated the personal views and experience of the servants of the councils. Sir Leonard West proposed the toast of N.A.L.G.O., and paid a tribute to the influence it was exercising in securing a most important benefit to local government officers. Mr. G. W. Coster (President of N.A.L.G.O.) said that although the Association had been in being thirty years, more legislation had been introduced during that period that in the previous seventy years. The membership of the Association was more than 81,000. Referring to the B. and O. Fund, he pointed out that in the first year they raised £16; last year they collected £18,500. Over £90,000 had been given to widows and orphans. The toast of "Local Government" was proposed by Sir George Bowyer, who said that local government consisted of four main things: first, the "marvellous" service given by the representatives of the people; second, its ever-growing contribution to the progress of health services and to the happiness of the people; third, the wise use of other people's money; and, lastly, the "marvellous" administrative gifts and qualities of the members of the N.A.L.G.O. Sir Edward Campbell replied to the toast. Col. Guy R. Crouch proposed "The North Bucks Branch," Mr. A. J. Roberts (Newport Pagnell), Branch Chairman, responded. Mr. B. J. Cussons (Wolverton) gave "The Visitors," and Mr. W. J. Cowley (Newport) replied. The Chairman presented Mr. F. W. Shedd (Buckingham) with the Benevolent and Orphan Fund life membership certificate. Mr. Shedd returned thanks, and Col. L. C. Hawkins, J.P., C.C. (Stony Stratford) proposed the health of the Chairman. Amongst those also present were the officers of the local authorities in North Bucks with their guests, who included Messrs. H. Lunn and E. S. D. Moore (Wolverton Urban District Council), H. B. Baldwin and G. A. Preston (Newport Pagnell Urban District Council), Col. Bryan Grounds (Newport Pagnell Rural District Council), Police Superintendents E. Callaway (Bletchley), and F. Bryant (Buckingham).

FIFTEEN YEARS' PROGRES OF WHITLEYISM

A very interesting little brochure has jus been published by the Lancashire and Cheshir Provincial Council for the professional, tech nical, administrative and clerical services o local authorities.

The introduction to the brochure states tha it appears not inappropriate that at a time whe the centenary is being celebrated, attentio should be drawn to one of the most recent devel opments in local government. In 1918 th Whitley reports were issued and the loca authorities in Lancashire and Cheshire, havin experienced the advantages which accrued fron association in industrial matters, readily an willingly embraced the Whitley reports an established Joint Industrial or Whitley council for their several services. The brochure the goes on to detail the work of the council durin the fifteen years of its existence.

There can be no doubt that the council ha established a secure position in local governmen and that its work during its comparatively short existence has improved the efficiency o the local government service in Lancashire an Cheshire.

WEST RIDING PROVINCIAL WHITLEY COUNCIL

A meeting of the West Riding Joint Counci for Local Authorities' Administrative, Technica and Clerical Services, was held on November 5 Alderman Annakin presiding in the absence o Mr. W. W. Armitage, Chairman of the Council who was unfortunately unable to attend through illness.

The Secretary was asked to convey to Mr. Armitage the sympathy of the members and their hope that he would soon be restored to health.

A letter was submitted from the Women Public Health Officers' Association asking the Joint Council to allow representatives of the Association to meet them to discuss the salaries and conditions of service of Health Visitors and School Nurses, with a view to a recommendation being made by the Council as to the grade in the scale of salaries suggested by the Council in which these officers should be placed. The Council agreed that the Executive Committee should meet representatives of the Women Public Health Officers' Association to discuss the matters referred to in their letter, and that the Executive Committee be asked to submit a report to the next meeting of the Council.

Public Administration Diploma

A letter was submitted by the Honorary Secretary of the Yorkshire District of N.A.L.G.O. drawing attention to the establishment at the University of Leeds of a Course for the Diploma in Public Administration, and stating that the Association would value highly any assistance which could be rendered by the Joint Council in bringing the Course to the notice of local authorities and their officers. The letter was referred to the Executive Committee for consideration and report.

The Secretary reported formally on a meeting of the Standing Conference held on October 18, 1935.

It was reported that arrangements were in hand for the establishment of a Provincial Council for the staffs of the local authorities in the counties of Northumberland and Durham, and the Cleveland district of Yorkshire.

It was agreed that the Chairman, Mr. W. W. Armitage, and the Vice-Chairman, Alderman Annakin be asked to attend a proposed conference at Newcastle-on-Tyne as representatives of the West Riding Council.

The Secretary reported that the Superannuation Act of 1922 had been adopted by the Ripon City Council and the Goole Joint Hospital Board.

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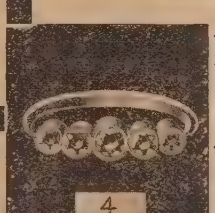

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NEWS FROM THE BRANCHES

Irlam

The report for the year ended October 31, 1935, of the Hon. Secretary of the Irlam Branch of the Association was submitted to the annual meeting in the Council Chamber, Council Offices, Irlam, Manchester. The report showed that six new members were elected and three were transferred to other branches on taking up new appointments. The Branch now comprises 24 members, a net increase of three on last year. Proposals were considered for celebrating the centenary of the passing of the Municipal Corporations Act, 1835, but the local Royal Silver Jubilee celebrations prevented their development.

Headquarters were again notified, in response to an inquiry, that " we do not approve of the Trading Scheme." In June a letter was addressed to the District Council drawing their attention to certain recommendations of the Hadow Report in connection with junior appointments, and asking that they give careful consideration to these recommendations when making such appointments. " The year marks an epoch in the history of the Branch, for we can now record the adoption of a Superannuation Scheme, the ' appointed day ' being April 1, 1935," the report stated.

Long Eaton

The annual meeting of the Long Eaton Branch was held on Friday, November 8. The President of the Branch (Mr. G. H. Windram) extended a welcome to the Chairman and Vice-Chairman of the Long Eaton U.D.C., and to Mr. J. E. N. Davis (Divisional Secretary) and Mr. A. B. Day (District Representative on the N.E.C.). It was reported that the Branch now had a membership of 30, which represented 90 per cent of the staff and officials. The balance sheet showed that there was £9 18s. 6d. in hand as compared with £1 8s. 4d. at the commencement of the financial year.

Edinburgh

The Edinburgh Branch has inaugurated a winter programme of lectures during the session 1935-36, comprising the following syllabus : October 23, lecture, " The History of the Office of City Chamberlain of Edinburgh," by J. D. Imrie, M.A., B.Com., F.S.A.A., F.I.M.T.A., City Chamberlain. November 5, visit to the City Observatory, Calton Hill. November 13, lecture, " A Historical Survey of Public Health Service in Edinburgh," by John Guy, M.D., D.P.H. (Camb.), Medical Officer of Health. December 5, visit to the City Observatory, Calton Hill. January 15, 1936, lecture, " A Historical Review of Valuation and Assessment in Edinburgh," by D. McDonald, P.A.S.I., A.R.V.A., City Assessor. February 12, lecture, " Trends in Education," by J. B. Frizell, B.L., A.L.A.A., City Education Officer. March 11, visit to Central Fire Station Lauriston Place. April 22, visit to Granton Gas Works. Mr. R. Adams, the Honorary Secretary, will be pleased to receive suggestions in due course with regard to the establishment of a Study Circle.

Salford

The annual report of the Executive Council of the Salford Branch states : "For the first time for very many years the Branch membership shows a decrease as compared with the previous year. The decrease is small but is none the less a matter for concern, and, whilst it is true that it can be accounted for mainly by deaths and the removal from the Register of the names of certain persons who have not paid their subscriptions, it is equally true that there are still individuals outside the Association who ought to be members. It is a duty they owe to themselves and to their colleagues, and members are urged to use all their influence to bring these persons into membership."

Caernarvon

A meeting of the staffs of the Caernarvon County Council, Caernarvon Borough Council, and the Gwyrfai Rural District Council was held at Caernarvon on November 8, when it was decided to form a Branch of the Association covering these Authorities. The commencing membership is 30, and it is hoped in the near future that this total will be increased to 100.

Longbenton and Seaton Valley

A new Branch of the Association has been formed, comprising members of the Longbenton and Seaton Valley Urban District Councils. The Hon. Secretary is Mr. T. W. C. Brown, Council Offices, Forest Hall, Northumberland. The Hon. Treasurer is Mr. G. A. Cocks, Council Offices, Shiremoor, Northumberland.

Hebburn

After many years' partnership in the Felling and Hebburn Branch, the officers of the Hebburn U.D.C. have decided to form an independent Branch of their own as from November 1, 1935. The Branch officers have been appointed as follows : Honorary Secretary, Mr. R. A. Lowery; Honorary Treasurer, Mr. J. Littlehailes.

Northumberland

The Northumberland County Officers' Branch has formed an additional Sub-Branch with its centre at Alnwich. The Sub-Branch is comprised of members of the County staff in the area, and of the staffs of the Alnwick U.D.C. and R.D.C., Amble U.D.C., etc. Mr. A. J. O'Neill, of the R.D.C. staff, has undertaken the duties of Local Correspondent.

Lindsey

A meeting of the Lindsey C.C. Branch was held at the Poor Law Institution, Brigg, on October 23, Mr. A. Pogson (Chairman of the Branch) presiding. Addresses were given by Mr. H. Copland, Deputy Clerk of the County Council, Mr. J. E. N. Davis, Divisional Secretary, and Mr. L. D. Birkett, Hon. Secretary.

It was decided to form a sub-branch of the Lindsey County Officers' Branch, and Mr. J. A. Green, Master of the Institution, agreed to act as Hon. Secretary.

Atherstone

The annual general meeting of the Atherstone Branch was held on November 1, when there was an excellent attendance of members. Mr. S. Beck, Sanitary Inspector, was elected President. It was mentioned that the adoption of the 1922 Superannuation Act was under consideration, and that prospects in this connection were bright. The Divisional Secretary congratulated the Branch on winning the West Midland B. and O. Shield in their first year.

Pontardawe

An endeavour was made at the annual general meeting of the Pontardawe Branch to obtain 100 per cent membership of the B. and O. Fund. It was also decided to form a small library, open to all members of the staff, but with preference to N.A.L.G.O. members.

Thorne

The annual meeting of the Thorne Branch was held on November 4 at the Red Lion Hotel, Thorne. In the report of the Hon. Secretary, it was mentioned that matte affecting office hours, holidays, sick pay allo ances, etc., had been regularised during t year. Regret, however, was expressed that t Council had not seen their way to adopt t Superannuation Act. Reference was made the adoption in April last of a Staff Salary a Grading Scheme, and although regarded not as generous as might have been expecte it benefited the majority of the members. T Divisional Secretary gave an address on t work of the Association during the past ye

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Caterham and Warlingham

The Caterham and Warlingham Branch, their annual meeting, approved the principle reduced fees for members of N.A.L.G.O taking part in activities, as compared with tho paid by "nons," and referred the matter the Executive Committee to prepare a scher to give effect to this. The Hon. Secretary w appointed to attend all meetings of the Distri Committee, to be accompanied by a differe member for each meeting, four members bei appointed for this purpose to serve upon a ro The President made presentations of the follo ing trophies, to be held for one year : "Butle Tennis Trophy (winner Mr. S. G. Brown Table Tennis Cup (Winner Mr. E. W. Turne The Branch unanimously decided to ma application to be transferred to the Metropolit District.

East Grinstead

The annual meeting of the East Grinste Branch was held on November 16, when M C. C. Willison, Treasurer to the Council, w re-elected President for the ensuing ye Mr. G. Bowman Heselton, who for six ye was the Secretary of the Porthcawl Branch, w appointed Honorary Secretary in successi to Miss V. L. Minton, whose resignation w accepted with regret, and Mr. S. Jeffs w re-elected Honorary Treasurer. The Honora Treasurer's accounts showed a satisfacto financial position, and the Branch hopes organise one or two social events during t winter session. A proposal to be represent at annual conferences of the Association h been referred to the Branch Executive Co mittee for consideration. The Branch now h 88 per cent membership.

Haslingden

Congratulations to the Haslingden Bran upon the publication of " Vanguard," t official journal of that branch. The first iss appeared in November. This very live branc of roughly fifty members, has certainly set very high standard among branch journals w its first issue, and we hope that the editor w have the support of all his members in mai taining that standard and of improving upon

Walsall

Jack Payne and his Band appeared at a dan in aid of the B. & O. Fund, held in the To Hall, Walsall, on November 4. There was excellent attendance.

Monyhull Colony

A whist drive and dance was held at Monyh Colony (Birmingham) on November 9, as result of which the sum of £18 8s. 5d., w handed over to the Benevolent and Orph Fund. The prizes were presented by Mr McCutcheon, wife of Dr. McCutcheon, Medic Superintendent.

Wallasey

" This borough would not be the borou it is, if we did not have officials with vis and energy. They have built up the borough This tribute was paid by the then Ma (Alderman S. P. Brick) at the annual din of the Wallasey Branch of the National Associ tion of Local Government Officers at the Ho Victoria, on Monday, October 28. Th present included the Mayoress (Mrs. L. Golborne), Mr. Emrys Evans (Town Cler and Mrs. Evans, Mr. A. Lindsay Clegg (Dep Town Clerk) and Mrs. Lindsay Clegg, Capt

(*Continued on page 356, col. 3*)

THE NALGO BUILDING SOCIETY

WILL HELP YOU TO BUY IT

Monthly Repayments per £100						
Term of Mortgage	Interest at 4¼%			Interest at 4½%		
Years	£	s.	d.	£	s.	d.
10	1	0	10	1	1	1
15		15	4		15	7
20		12	7		12	10
25		11	0		11	3

Funds are available for immediate advancement on Freehold and Leasehold properties. Immediate attention is given to all applications and enquiries. In approved cases 100% of the value of property is advanced.

INTEREST

4½%

Mortgages not exceeding two-thirds of the value and Fixed Mortgages granted at **4¼%**

Full particulars obtainable from the Branch Local Correspondent or direct from the Secretary

24 ABINGDON STREET, WESTMINSTER S.W.1.

THE BENEVOLENT AND ORPHAN FUND

WE wonder if all our members realise to the full just what the existence of this section of N.A.L.G.O.'s activities means to them? We wonder if they know that by paying a minimum annual contribution of 2s. 6d. they can ensure that, if ever, through unforeseen circumstances, they find themselves in financial distress, the most sympathetic consideration will be given to an application for assistance from the Fund?

Last year the Fund distributed over £12,000 in grants and allowances to members and their dependants in necessitous circumstances, and yet the fact remains that only about 50 per cent. of the membership of N.A.L.G.O. considers the Fund worthy of support. We can only conclude that the members don't realise the protection which the Fund offers and the tremendous amount of help it is giving to their colleagues all over the country. Letters of appreciation are constantly coming in from members who have received assistance from the Fund just when it was most desperately needed, from widows who could not carry on without its help, which is either in the form of a weekly allowance or by shouldering the burden of the cost of educating her children. Surely then it is not asking too much of *every* member to take this precaution against the "rainy day" and at the same time help their colleagues who are in need? The cost is so very small!

Poster Competition

This year marks the Silver Jubilee of the establishment of the Benevolent and Orphan Fund, and in commemoration the Management Committee has decided to organise a Poster Competition, the winning poster to be reproduced for display in the various municipal offices. Three prizes will be given, viz. 5 guineas, 2½ guineas, and 1 guinea. Here is a chance for members with ideas and imagination to design a poster appealing for support of the Fund—with such a subject, the scope is limitless, and the Management Committee is confidently expecting an enthusiastic response to its invitation to every member of the Association to participate in the competition. The only conditions are that each entry must bear a *nom-de-plume*, the copyright in each winning poster will belong to the Association, and entries should be in by December 31, 1935. The size of the poster when reproduced will be Royal Folio, i.e. 12½ in. wide by 20 in. high, and competitors are asked to note that the design should be suitable for reproduction in not more than two colours, excluding the ground colour, and must include the following lettering: "National Association of Local Government Officers, Benevolent and Orphan Fund." It is not desired that any reference to the Silver Jubilee shall be embodied in the poster.

Membership of the Fund on Retiral

There is one more point we should like to bring to the notice of members, and that is the need for continuing in membership of the Fund after retirement from the service. We are glad to observe that an increasing number of members continue in membership of the Association after completing their service with local authorities, and we want to impress upon those members and all members on retirement the need for continuing in membership of the Fund, for it is in those later years of life that one looks for peace and freedom from worry, and if one knows that in the event of heavy expenses coming along that one just can't cope with, the Fund will be there to help, then surely 2s. 6d. per annum is a small price to pay for such peace of mind! Alternatively life membership of the Fund on retirement is a nice way of saying "Thank you" to N.A.L.G.O. for having obtained that superannuation allowance for you.

APPOINTMENT OF JUNIOR OFFICERS

Leeds City Council has just appointed a Board of Assessors consisting of two members of the council and one member of the Leeds branch of the Association, to apply a scheme for open competitive examination for candidates applying for junior appointments on the staff of the corporation.

The scheme will apply to the appointment of all junior officers entering the service of the corporation. Candidates must be over 15 and under 18 years of age on the date of examination. The examinations will not be held at any stated time, but as and when required, but not less than four weeks' notice of the date of the examination must be given by advertisement in the local newspapers. The actual running of the examinations will be done by the Director of Education and his staff who will report to the Board after each stage. The Board will decide who shall go forward and will prepare the final approved list. The Board will also be responsible for the form of the examination and of the standard to be fixed.

Process of Elimination

The examination will be in three parts, the first consisting of Arithmetic, Composition, Literature; the second of General Knowledge, History or Geography, and an optional subject of Mathematics, Science, a Modern Language or Shorthand and Typewriting. The third part of the examination will consist of an oral test to assess personality, speech and general manners, and in addition to the three parts of the examination there will be an Intelligence Test.

The scheme will be worked by a process of elimination. All candidates must take Part I of the examination and only those who obtain a satisfactory percentage of marks shall be permitted to sit for Part II. A further process of "weeding out" will then take place, and only the satisfactory candidates will be allowed to take Part III of the examination, but the marks gained by a candidate in the Intelligence Test will not be included in any aggregate but recorded for purposes of comparison.

Selection of Candidates

After the approved list has been prepared, a copy will be supplied to all chief officers for the purposes of selecting candidates for appointments as they arise, but the corporation will not bind itself to appoint any candidate on the approved list; it will reserve to itself the right of selecting any candidate on the list, if such candidate has special qualifications for a particular appointment, and preference of employment will, so far as is practicable, be given to those candidates whose parents or guardians have been resident within the city for a period of not less than twelve months. All candidates will, of course, be required to pass an examination by a medical practitioner appointed by the corporation before entering the service of any department, and these candidates shall be appointed for a probationary period of twelve months. If the service of a probationer at any time proves unsatisfactory, the engagement can be terminated forthwith.

The great merit of a scheme of this nature is that it lifts the appointment of junior officers out of the realm of personal recommendation. Every candidate stands an equal chance, and it depends upon the intelligence of the candidate himself whether or not he enters the service of the corporation. Schemes of this nature, we think, should be much more popular than they are; obviously under this system the corporation is going to get the best men available and that is all to the good of the corporation, of the staff, and of the ratepayers.

NEWS FROM THE BRANCHES

(*Continued from page 354*)

and Mrs. Fry, Mr. and Mrs. H. Lincoln, Mr. F. Stephenson (Director of Education) and Mrs. Stephenson, Dr. R. B. Berry (Medical Officer) and Mrs. Berry and other local government officials. Mr. Lincoln, president of the Branch, was in the chair.

The toast of the President was proposed by Mr. A. Lindsay Clegg. Mr. Lincoln, replying, remarked that N.A.L.G.O. was one of the greatest associations of which he knew. The first and foremost plank in their platform was "to serve," and to serve their employers. He advised every member of the Corporation staffs to join the Association when first they entered the service.

Tipton

The Tipton Branch held its first dinner at the Doughty Arms, Tipton, on November 15. The Clerk to the Council (Mr. K. W. Madin) presided over a large attendance, which included the Chairman of the Council (Councillor W. J. W. George, J.P.) and other members of the Council, and Mr. G. A. Stone, National Executive Council. Councillor George referred to the Association's application to the Council to adopt the 1922 Superannuation Act, and said that he was heartily in favour of the scheme even though it might be to some extent a charge upon the rates. Mr. Stone proposed the toast "Tipton and the Council."

Harrow

There was an attendance of nearly 130 at the dance held by the Harrow branch at the Rest Hotel, Kenton, recently. Among the Councillors present were Mr. G. F. Telfer, J.P., and Dr. R. Forbes, J.P., Chairman and Vice-Chairman. Mr. V. Younger, Clerk; Mr. H. W. Rackham, Surveyor; Dr. Caryl Thomas, Medical Officer; and Mr. H. Anderson, the chief officer of the Fire Brigade, were also present. Prizes for competition dances were won by Mr. and Mrs. Burge and Dr. Dobson and Miss Thomas. The function was arranged by the Sports and Social Sub-Committee, who are preparing an attractive programme of events.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: June, 40; July, 43; August, 43; September, 43; October, 45; November 47. The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	Sept.	Oct.	Nov.
Food	25	28	31
Rent	58	58	58
Clothing ..	85	85	85
Fuel and Light	70	70	70
Other Items ..	70	70	70

Mr. Henry Matthews Riley, Deputy Librarian, Leicester, has retired on superannuation after forty-seven years' service with the Corporation. He was a member of N.A.L.G.O. since its inception in Leicester; he has been a member of the Executive Committee since 1926, and has also been Vice-Chairman and Chairman of that Committee. He represented the staff on the Joint Consultative Board, and has been a member of the B. & O. Fund and Entertainment Sub-Committee for the Branch.

NATIONAL FEDERATION OF PROFESSIONAL WORKERS

With regard to the Government's Pension Insurance proposal, the National Federation of Professional Workers regards this as "little more than trifling with the subject." "There is reason to believe," they add, "that this proposal has the intention of side-tracking the major reforms called for by the National Federation. The National Federation, in common with the overwhelming majority of organised 'black-coat' workers, has been demanding a far wider reform, namely, the raising of the income limit in respect of Health and Pensions Insurance and of Unemployment Insurance to the £500 a year level."

SCOTTISH NOTES

HE General Election has, unfortunately, delayed the convening by the Ministry of Labour of a Conference of representatives ocal Authorities with a view to the setting f a Whitley Council for Scotland. The ition was to have that Conference about niddle of November and that the Minister abour should himself preside. It is the ition to arrange with the Minister a suitable for the Conference.

Annual Meetings

hese notes are being written before any of Annual Meetings have been held and before t figures are available to show the position ir Scottish branches; but it is evident that he seventh year in succession we shall be to show an increase in our membership to report good progress in the establishment Superannuation Schemes, the adoption of ry Scales and the advancement of our idiary activities. In our next issue, we hope e able to publish fuller details and give f reports of the Annual Meetings.

ıfriesshire

n October 23 a well-attended meeting was in Dumfries at which Mr. H. B. Reid, lic Assistance Officer for the burgh, presided. Mortimer addressed the meeting and vered a number of questions. Mr. R. S. orne, Burgh Surveyor, also spoke, and at the of the meeting Mr. W. J. McGeorge nated that about thirty new members had ed the Branch and that he was hopeful of ng a good many more from the County staffs.

lers Dinner

he inaugural dinner of the Borders Branch held in the George and Abbotsford Hotel, rose, on October, 18 when, besides the nbers of the Branch, the Provosts of the ler Burghs and the Conveners or Vice-veners of the Counties of Roxburghshire, irkshire and Berwickshire were present as ts. Mr. R. Wood, Director of Education Berwickshire, the President of the Branch, ıpied the chair.

he Earl of Home, in a racy and interesting ch, proposed the Toast of N.A.L.G.O. re was a time, he said, when public officials e accorded scant respect, but in the intricacies he Local Government Service to-day the ted representatives had found the officials t careful and practical advisers with a high e of responsibility. He considered it ɔable that the responsibility would increase ı the operation of legislation now in con-plation when there would be further need for ed direction of representatives like himself ɔm he humorously described as "poor erable creatures." Facing them in a ıpany, he felt, he said, like Daniel in the 's den. He commended the Association ıe attention and goodwill of all interested in growing subject of Local Government.

he Chairman, in a very apt and well phrased ch, replied to the toast. Mr. George J. rriff, now County Clerk of Stirling, proposed toast of the Border Local Authorities to ch Provost Fisher of Hawick and Major tt Plummer replied. Mr. J. M. Mortimer, Scottish Secretary, proposed the toast of the irman.

uring the evening a presentation was made Mr. Sherriff of an electric standard lamp in gnition of his services to the Border nties Branch of the Association. Dr. G. M. ɔtt, making the presentation, spoke in ghtful vein and referred to Mr. Sherriff's ı qualities as an official, and to his engaging ɔnality as colleague and friend. In reply, Sherriff said that his connection with the ıch has been of the happiest possible nature. ɔnsidered that the existence of an Associa- such as ours was indispensable to the ɔice of Local Government.

he Branch held a very happy social function November 20. The function took the ı of a whist drive and dance. When the company sat down to tea, Mr. Buchanan, President of the Branch, occupied the chair. The Challenge Trophies were presented to the winners of the Golf and Bowling Tournaments as follows :—

Golf Trophy.—James Mackay, Gas Department, Paisley, who received the new Cup.

Bowling Trophies.—Rinks Departmental Cup. —Finance Department, Paisley : Messrs. J. Lochrie, J. McAllister, J. Mitchelll and J. Christie. Bowling Cup (Pairs Competition).—Mr. J. Henderson, Weights & Measures Dept., Paisley, Mr. T. Crosbie, Gas Department, Paisley.

During the dancing Mr. John Fisher acted as M.C.

IF ONLY YOU HAD KNOWN

It is very annoying to find, after you have had expenditure of any kind, that it might have been considerably less, if only you had known this, that or the other.

Logomia, the Insurance activity of N.A.L.G.O. is able to provide your insurances for you at very low rates. Practically any form of cover can be obtained through Logomia, such as the insurance of your house and its contents, your car, or your own life, and invariably members of N.A.L.G.O. find that they are able to save substantial sums by taking advantage of the insurance schemes specially arranged for their benefit. The following are the comparative rates of three of the more popular classes of insurance :—

	Logomia Rates £ s. d.	Other Office £ s. d.	Saving £ s. d.
Householder's (Contents) Comprehensive Insurance, per cent., per annum ..	4 3	5 0	9
Motor (Comprehensive cover for 7.8 h.p. Austin, value under £150) ..	7 4 6	10 2 6	2 18 0
Whole Life Non-Profit Assurance. Age 30 next birthday, per cent., per annum	1 10 3	1 13 8	3 5

Why not see how much you can save by getting Logomia to do your insurances for you? You will probably find that the money saved on your insurances will buy all your CHRISTMAS PRESENTS !

Let your Local Correspondent supply you with information, or alternatively write direct to the Insurance Department of N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1.

THE HOUSING ACT, 1935

The Housing Act, 1935, is so comprehensive and important a statute that it certainly requires a volume to itself. This is now forthcoming from Sir Isaac Pitman & Sons in the form of an able commentary, followed by the amended statute, by Mr. Theo. Sophian, Barrister-at-law. The book explains the important changes which have been brought about by the Act, the author taking the view that, owing to its length and the novelty of its provisions, the statute lends itself to separate treatment as if it were a distinct branch of the law. His object has been to present the new law, together with the amendments of the existing law on Housing, as one composite whole. The book is one which should be invaluable for all concerned with housing administration, and is to be cordially recommended. It is published at 12s. 6d.

I.M.T.A. JUBILEE

The Institute of Municipal Treasurers and Accountants celebrates this month the fiftieth anniversary of its foundation. The celebration takes place at Guildhall, London, on December 3, when H.R.H. the Duke of Kent will be present. A special report of the proceedings will be given in the issue of *The Municipal Journal* of Friday, December 6.

Cefn-y-Mynach Private Hotel.

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A CLEAN STOMACH NEVER CAUSES PAIN

You can always tell when your hands or face want washing—by looking. But how can you tell when your stomach has become unclean by undigested food setting up nauseous gas or wind? Only by Nature's wireless—pain.

A clean stomach never causes pain. So heed Nature's warning that your stomach needs the soothing, cleansing, healing influence of Maclean Brand Stomach Powder to rid it of impurities. If you leave them unchecked they will create acid to eat into your stomach lining, and the result may be agonising gastric or duodenal ulcers, requiring the costly and painful application of the surgeon's knife.

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Prevention is better than cure. Keep your stomach clean with Maclean Brand Stomach Powder. But be sure you really do get the powder with the signature "ALEX. C. MACLEAN" on the bottle. Price 1/3, 2/- and 5/-, in bottles in cartons. Never sold loose.

MOVEMENTS OF MEMBERS

Mr. Granville Berry, Kensington, to Surveyor and Water Engineer, Padiham U.D.C.
Mr. F. W. Ingle, Wimbledon, to Engineering Assistant, Birkenhead.
Mr. L. Martindale, Bootle, to Housing Manager, Richmond.
Mr. H. Ogden, Wallasey, to Relieving Officer, Lancs. C.C. (Bury Area).
Miss E. J. Carnell, Bognor Regis, to Assistant Librarian, Lancs. C.C. (Morecambe & Heysham Area).
Mr. J. H. McAdam, Thorne, to Sanitary Inspector, Lakes U.D.C.
Mr. J. Izatt, Coventry, to Engineering Assistant, Blackpool C.B.
Mr. C. Hope, Wallasey, to Borough Librarian, Finchley.
Mr. H. C. Chatfield, Burton-on-Trent, to Engineering Assistant, Bolton C.B.
Mr. W. M. Jones, Irlam, to Senr. Eng. Assistant, Sutton-Coldfield.
Mr. T. L. Maccabe, Wallasey, to Engineering Assistant, Winchester.
Mr. J. A. White, Coventry, to Chief Inspector, Weights and Measures, Southport C.B.
Miss C. Ryan, Barrow, to Health Visitor, Smethwick.
Mr. A. B. Holloway, Birkenhead, to Sanitary Inspector, Islington M.B.
Mr. H. J. Vincent, Birkenhead, to Surveyor's Department, W. Lancs. R.D.
Mr. J. Potts, Thorne, to Collector and Sanitary Inspector, Blackrod U.D.C.
Mr. T. Smith, Leeds, to Sales Manager, Gas Department, Rochdale.
Mr. E. Pendlebury, Hindley, to Assistant Rating and Valuation Officer, Lowestoft.
Mr. D. Baxter, Denbighshire, to Education Architect's Department, Wakefield.
Mr. W. Hindley, Widnes, to Accountant, Carmarthen R.D.
Mr. S. G. Bacon, Birkenhead, to Highways Engineering Assistant, Derby.
Mr. Ainscouth, Spenborough, to Assistant Engineer, Ministry of Transport.
Mr. E. H. Ashburner, Sheffield, to Library Architect, Huddersfield.
Mr. A. Bell, West Riding C.C., to Borough Treasurer, Hyde.
Dr. H. G. M. Bennett, Dewsbury, to Assistant School Medical Officer and Assistant Medical Officer of Health, Surrey C.C.
Mr. R. Cheplow, Rotherham, to Traffic Clerk, West Bromwich.
Mr. G. R. Clarke, North Riding C.C., to County Accountant, Isle of Ely C.C.
Mr. W. Copley, Bradford, to Institution Master, Portsmouth.
Mr. J. E. Farnsworth, Sheffield, to Architect, Kent C.C.
Mr. L. Firth, West Riding C.C., to Relieving Officer, Wallasey.
Mr. W. H. Nicholls, Sheffield, to Assistant Sanitary Inspector, Finchley B.
Mr. Nicholson, Newburn, to Temporary Costing Clerk, Hartlepool B.
Miss W. Pearson, South Shields, to Staff Nurse, West Middlesex Hospital, Isleworth.
Dr. J. A. Scott, Barnsley, to Medical Officer of Health, Fulham.
Mr. Philip G. Shaw, Wath Bolton and Thurnscoe, to Hertford Corporation.
Mr. A. Rock, Northfleet, to General Assistant to Surveyor, Esher U.
Mr. J. M. Hughes, Guildford, to Costing Clerk, Bedford.
Mr. N. Barrett, Wilts C.C., to Assistant Surveyor, Essex C.C.
Mr. D. W. Rowlandson, Brighton, to Relieving Officer, East Sussex C.C.
Miss F. Jeffreys, Brighton, to a post in Mental Deficiency Department, Wolverhampton.
Mr. J. Huxtable, Barnstaple R., to District Building Inspector, Enfield U.
Mr. R. Dewsberry, Bognor Regis, to Engineering Assistant, West Bridgford U.
Mr. G. L. Botteley, Sutton Coldfield, to Engineering Assistant, Coseley U.D.C.
Mr. Walter Hicks, Ilkeston, to Chief Financial Officer, Ebbw Vale U.D.C.
Mr. E. S. Jones, Herefordshire, to a post in the Department of the Architect to the Education Committee, Monmouth C.C.
Mr. D. J. Williams, Coventry, to Showroom Assistant, Basingstoke.
Mr. S. K. Johnson, Newcastle-under-Lyme, to a post in the Borough Surveyor's Department, Bedford.
Mr. A. R. Clark, Derby, to Senior Assistant Architect, Walthamstow.
Mr. W. Ireson, Coventry, to a post in the Public Assistance Department, Hull.
Mr. W. Tattum, Coventry, to Master, East Grinstead Institution, East Sussex C.C.
Mr. A. G. Nightingale, Coventry, to Sanitary Inspector, Leyton.
Mr. G. M. Lawton, Burton-upon-Trent, to Assistant Sanitary Inspector, Sutton-in-Ashfield.
Mr. L. Rouen, Barking, to Architectural Assistant, Wigan.
Miss D. M. Palmer, Cambridgeshire, to Typist, Cambridge.
Mr. E. G. Smallwood, Bedfordshire, to Ledger Clerk, Isle of Ely.
Mr. W. C. Martindale, Surrey C.C., to Accountancy Assistant, West Riding C.C.
Mr. D. G. Ford, Barnes, to Assistant Valuation Officer, Birmingham.
Mr. J. S. Cope, Wembley, to Engineering Assistant, Barking.
Mr. and Mrs. Wheatley, Huntingdonshire, to Porter and Portress, Horsham Institution, Sussex.
Mr. C. R. Closs, Mitcham, to Housing Estates Manager, Brownhills U.D.C.
Mr. R. D. Hilton Smith, Hendon, to Librarian, Deptford M.B.C.
Mr. R. H. Colebrook, Southend-on-Sea, to Deputy Accountant, Uckfield R.D.C.
Mr. T. H. Wilson, Southend-on-Sea, to Assistant Accountant, Milford Haven U.D.C.
Mr. W. Haworth, Southend-on-Sea, to Financial Officer, Newport (Salop) U.D.C.
Miss V. Starkey, Wimbledon, to Showroom Assistant, Exeter.
Miss M. M. Outram, Wimbledon, to Shorthand Typist, Surrey C.C.
Mr. W. F. Nieuport, Wimbledon, to Sanitary Inspector, Acton B.C.
Mr. N. C. Welti, of Bromley, to General Clerk, Merton and Morden U.D.C.
Miss I. Hill, Stretford, to Borough Librarian, Haslingden.
Mr. W. E. Lower, Senior Assistant, Clerk of the County Council's Department, West Sussex County Council, to similar appointment, Surrey County Council.
Mr. F. J. D. Jasper, Dudley Branch, to Juvenile Employment Department, Wolverhampton County Borough.

OUR HOUSING RECORD

Some interesting facts relating to "that hydra-headed monster"—housing and slum clearance—were given in a paper entitled "Facts and Figures regarding the present housing situation and the progress of the anti-slum campaign in England and Wales" which Mr. J. G. Martin, secretary of the National Housing and Town Planning Council, read to a conference of local authorities at Scarborough on November 30. He said that the nation could be justly proud of its post-war housing output. The number of houses completed since 1919 up to the end of August, 1935, was 2,671,359, of which 1,228,854 had received state assistance and 1,442,505 had been built without that assistance, but notwithstanding the construction of this large number of houses, there was still a serious shortage in many parts of the country of modern dwellings which could be let at rents within the means of the lower paid wage-earners. With regard to houses provided by Local Authorities, it was estimated that the average cost of the non-parlour type house, with land, roads and sewers was at the present time approximately £350, except in those cases where the cost of land and street works continued to be unduly high.

UNIVERSITY GRADUATES IN PUBLIC ADMINISTRATION

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—In a lecture on "Universities and Local Government," arranged by the Preston and Fylde District Area Education Committee, Prof. J. L. Stocks, D.S.O., M.A., stated, that, in the interests of efficient local government, municipal authorities ought to co-operate more closely with the universities by allowing periodically the entry into the service of a number of graduates in Public Administration.

One of the older members of the audience opined that it was not practical for a graduate, coming straight from the university, to enter the Local Government service and serve his town council as well as, say, a fellow who, having entered the service at perhaps 16 or 17 years of age, had consequently gained a special knowledge of the working of his department.

The Professor, of course, pointed out that it was an admission of a faulty system to say that it was difficult for an outsider to get to "know the ropes" in that system.

I think it is obvious that the entry of graduates into the service would improve the status of all officers and must be accepted eventually by all members of N.A.L.G.O. who keep foremost in mind their duty to the people. Any officer who is prejudically affected must be prepared for compromise. I am confident that our junior members can see the wisdom of this inevitable innovation.

Yours, etc.,
NORMAN NUTTALL.
Preston Branch, N.A.L.G.O.

CHRISTMAS
MEANS ENJOYMENT

Christmas as it should be—Good folk, good fare, good fun! Specially advantageous terms are offered to Guests who commence their Christmas stay on Saturday, Dec. 21st. Prog. and Tariff from H. M. PENFOLD, Resident Director.

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(in full) .....
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MUTUAL AID FOR PUBLIC SERVANTS IN GERMANY

Many of the lower-paid public servants in Germany have recently had difficulties in making ends meet, and some of them through no fault of their own are in a very precarious position. The Government has decided to come to their assistance, and recently issued legislation for this purpose.

The National Association of German Public Servants, the Ministry of the Interior and the Association of German National-Socialist Jurists must provide lower-grade officials with legal means of lightening the burden of debts. The National Association of German Public Servants must establish in each of its administrative districts a special service to examine cases brought to its notice, bring about agreements between creditors and debtors, advise public servants, etc. The principal practical measures to be applied by the services of the National Association of German Public Servants consist mainly, according to cases, in drawing up a plan for payment agreed upon by creditors and debtors, or arranging for the transfer of claims in return for an undertaking by the indebted official to make regular payments of interest together with amortisation payments wherever practicable, the rate of which must be as low as possible.

These operations may be facilitated either by an undertaking by the public servant to meet his obligations punctually after they have been adjusted by the Association to his capacity for payment, or by the constitution of adequate guarantees. Among these guarantees may be the handing over of an insurance policy or any document such as will secure the fulfilment of the official's obligations in the event of his premature death.

Finally, the National Association of Public Servants has decided to take part directly in the Government's effort to meet the problem of indebtedness of lower-grade public servants by itself making direct advances under certain conditions.

Side by side with these measures the new statutory provisions limit the fraction of the salary liable to attachment.

WHY I AM A MEMBER OF N.A.L.G.O.

By MARJORIE L. ASLIN, Public Assistance Department, City of Nottingham.

Recently, the London County Council Branch of the Association organised an essay competition on the subject, "Why I am a member of N.A.L.G.O." The winning entry was reproduced in the November, 1935, issue of "London County Chronicle," the official journal of the Branch, and we are indebted to the editor for his kind permission in allowing us to reprint the article below.—Ed.

The last hundred years has witnessed greater advances in the evolution of the social fabric of this country than any other era in the nation's history.

In 1834 the personnel of the local government organisation was represented by the parish beadle, the overseer, and the Justice of the Peace, and was concerned chiefly with the relief of the poor and a few matters relating to parochial sanitation. Out of a maze of parish regulations, bye-laws and redundant acts has arisen a highly efficient organisation representing an integral part of present national administration, whose powers and functions, great as they are, are still extending to realms of which the early pioneers of local government may have dreamed but always regarded as impossible to attain.

In consequence of this extension of functions there has been created a body of officials to assist in the administration of local government services, and by mutual arrangement among these officers there has come into existence the National Association of Local Government Officers, that is, an association which, to some extent, performs similar duties in relation to local government officials as a trade union does for other classes of workers.

What Dictatorships Mean

The twentieth century has seen the collapse of democracy in the greater part of the civilised world, and the establishment of dictatorships. Such changes have taken place in Germany, Austria, Poland, Russia, Italy, and political and economical unrest in other parts of the world, such as America, Japan and France, have had consequent derogatory repercussions on the employees of those countries.

The last of these revolutions was that which took place in Germany, and this in itself should have convinced all non-members of the N.A.L.G.O. of the need for unity. Once the dictatorship was established in that country all local government departments were purged of political suspects, of officers considered too old (which included officials of forty years of age and over), and, what is most revolting, the dismissal by political upstarts of officials who had displeased them prior to the establishment of the new regime. None of these victimised employees received pensions or compensation allowances, and, as would be the position under similar circumstances in this country, they were beyond the scope of the Unemployment Insurance Funds—their lot fell from one of comparative prosperity to becoming recipients of frugal allowances of out-relief.

All officers connected with local government must have realised why such action was possible—that the German officials had no strong national organisation such as the N.A.L.G.O. They were divided among themselves into various political camps, Communists, Social Democrats, Workers Socialist Party, and the National Socialists, with the result that they were unable to present any opposition to such action or to demand any compensation or redress for loss of office.

This example of the lack of unity among our fellow-employees on the Continent should, in itself, be an appeal—nay, a *demand*—for unity . . . the unity which is of necessity the foundation of the National Association of Local Government Officers.

Non-members may lightly disregard the foregoing statement on the ground that it represents a state of affairs which could not possibly come about in England, but it would be wise for them to remember that dictatorship was established in Germany within two years, in Italy within nine months, and in Russia within six months. These, surely, are indications of the rate at which it is possible for such changes to take place, and only serve to emphasise more strongly the need for unity. It was this that first impressed me with the necessity of membership in the service association.

Educational Opportunities

The next logical reason for joining the N.A.L.G.O., and incidentally applying particularly to the younger officials like myself, is the question of education. Greater importance is attached to education to-day than ever before, and I do not think it is any exaggeration when I say that the N.A.L.G.O. offers wider facilities in this direction, especially in relation to local government subjects, than any other educational body in existence. The opportunities afforded to the younger officer by the Association are boundless. The N.A.L.G.O. possesses its own correspondence schools and the power to hold examinations and grant diplomas in its own right. It does not confine learning solely to textbooks and correspondence courses, but with the advent of the Summer Schools a firm endeavour has been made to establish a personal touch with the student. At these centres, in ideal surroundings, the officer comes into contact with experts on the various subjects, and thus a more thorough and comprehensive knowledge is obtained in the various branches of economic and social legislative thought.

Another matter which appealed to me when considering membership was the fine work which the N.A.L.G.O. has performed, and continues to perform, in its fight for superannuation rights for the local government service. It was responsible for the preparation and introduction of the Bill which became the Local Government and Other Officers' Superannuation Act, 1922, which statute will probably in the near future be amended and become compulsory in its application, due again entirely to the influence and pressure of the Association.

There were several subsidiary matters which I realised when I finally decided to become a member of the N.A.L.G.O.; its Approved Society and Provident Society grants benefits equal to, and in many cases in excess of any other similar organisation; the Benevolent and Orphan Fund which performs sterling work in the relief of distressed members and their families, and in times of sickness convalescent treatment at Nalgo House, Matlock. The importance of this factor in home life made a direct appeal to me, and must do so to all those who are still considering the advisability of joining the Association.

Legal Aid

Another point I considered, particularly emphasised last year in the case of the City of Liverpool *v.* Gissing, is the legal aid given to the members by the N.A.L.G.O. In the aforementioned instance it would have been impossible for this member to have fought her case as far as the High Court without the assistance of the N.A.L.G.O. It is not in our power to prophesy as to the possibilities of our own future need in cases of compensation appeals and other matters of such character, and, therefore, we must be prepared for any emergency by joining that Association which can give us the aid and help we should require.

Turning from these more material benefits, I finally considered the social side of the N.A.L.G.O. Here again I was impressed by the many facilities available to members. I found that social gatherings, sporting and recreative events were arranted by the majority of District Committees, and also that the Association possessed two fine holiday centres on the Devon and Yorkshire coasts.

HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopædia of Gardening," etc.

THE year draws to its close—a year distinguished, from the garden point of view, for its extraordinary periods of drought and flood. Since the latter is freshest in our memories, it is somewhat of a surprise to learn—as we do from official sources—that there is still a good deal of rainfall leeway to make up in order to strike a balance for the three years 1933-35 which is up to average. That the shortage will be made up sooner or later we know, for such is a law of Nature. Agriculturists tell us that the yield of their cereal crops has been lower this year than last, and certainly that has been the case with garden products; but whether it is mainly due to insufficient rain is doubtful. It seems more probable that the cold spells of May and June were accountable. Beyond question the national fruit crop suffered more from late spring frosts than from shortage of rain, and I think that the potato yield was lower owing to the same influence.

Frames and Greenhouses

One wonders whether the unavoidable uncertainties connected with outdoor gardening are accountable for what I understand is a considerable increase in the sale of frames and greenhouses. Or can that interesting state of affairs be due rather to the improved condition of the country's trade and finances? Whatever the cause, the demand for glasshouses appears to be very active, and that fact encourages me to make a few remarks on a subject which interests most gardeners, amateur and professional alike. Moreover the time is seasonable, because there is no period of the year when a greenhouse gives greater pleasure than autumn and early winter, outdoor flowers being far past their best but Chrysanthemums in pots at the height of their beauty.

The first thing that strikes an intending buyer of a greenhouse is the remarkable difference in prices. He obtains catalogues from advertisers and is amazed, and not only amazed but embarrassed, to learn that the price of one greenhouse is anything up to 100 per cent. higher (or lower as the case may be) than that of another of the same area. Can the £5 greenhouse of 500 cubic feet be equal to the £10 one of the same capacity? And would he not be wise to decide on So-and-So's 300 ft. house at a given figure rather than The-Other-Fellow's 500 ft. house at the same price? Here are problems.

Probably more amateur gardeners buy a span-roof greenhouse of about 500 feet cubic capacity than any other type or size. Such a house will be approximately 10 ft. long, 8 ft. wide, 8 ft. high at the ridge, and 5 ft. at the eaves. A very useful type of house, too, let me tell you, one calculated to give an immense amount of pleasure and satisfaction. It can have two lengths of side staging each 3 ft. wide, equal to 60 square feet in all, and a central path 2 ft. wide. What better could be wished?

Well, I say at once that such a house would not be dear at £15, given well-seasoned timber, ample ventilators, sound fitments, and 21-oz. glass. Yet I can open the catalogue of a large firm and find a house of the same dimensions available at £7 10s. A problem indeed! How is it to be solved? If my experience taught me that the cheaper structure is invariably a failure I should only have one thing to say, but such is not the case. With a coat of good oil paint once a year, and with care generally, quite cheap structures frequently give long service. The "finish" may not be fully satisfying, but the house is there, doing useful work.

There is a way out of the dilemma which I commend to the attention of persons who are seriously troubled in the matter and that is to strike an average of the prices of the particular firm favoured. Most of them offer houses of similar dimensions at various prices, differing by fully 100 per cent. in some cases. Well, why not compromise on the one which shows a 50 per cent. difference? If the firm concerned is one that has carried on a large trade for a good many years this alternative may be expected to prove satisfactory.

Cheap houses are generally offered as having had one coat of paint. That would not last many years. When one has one's dwelling-house re-painted every four years or so one stipulates for two coats and expects them to be good ones too. Do not be sparing in paint, friends; it isn't sound economy.

In choosing a greenhouse bear a few particular points in mind. The first is that it should always be a genuine tenant's-right structure, unless the premises belong to the buyer. Most dealers are quite alive to the importance of the matter and make suitable provision. Next (put this first if you are a cautious soul, determined to be on the safe side) let the local surveyor know all about the venture in good time. He is not generally out to be tiresome, but if his susceptibilities are outraged he is apt to assert himself unpleasantly. And the fact cannot be denied that in most towns by-laws exist which cover the erection of greenhouses equally with other outbuildings.

Thirdly, make sure that the deal in view is comprehensive—that it embraces side-staging and flooring, for example, in addition to door and ventilator fittings. Fourthly, make sure that the glass is of the right quality (21-oz. for preference) and also size. Very large pieces, as well as very small, should be avoided. The former make breakages more serious than they need be, while the latter mean more rafters and an unnecessary number of rafters affects the light of the interior adversely. One foot wide for the panes is about right. The rafters themselves should be as small as is consistent with adequate strength.

The pitch of the building may vary according as a warm or cool house is wanted. A sharp pitch means greater heat, with a given amount of piping, than a flattish one, because of the greater aid from sun-heat in the one case than in the other. As a matter of fact, the pitch quoted in a previous paragraph is a good average.

Heating Arrangements

The mention of heat raises a point which is calculated to cause the buyer a good deal of thought. The provision of a fire-boiler of sufficient size to heat a range of 3-inch (preferably 4-inch) piping along two sides and one end of the house at least, gives the safest reserve of heating power; but it is expensive, and the cost of the outfit may even come near to equalling that of the house itself.

It is probably owing to this matter of cost that so many people now fall back on oil, gas or electricity. In districts where the three-farthings per unit rate exists for the benefit of those who can afford a given minimum of current, electricity makes strong claims on attention, because under the thermostatic system the heat is self-regulating and consequently so uniform that the amateur is relieved of all anxiety. The position is affected, however, by the distance of the greenhouse from the dwelling-house. If considerable, necessitating the provision of a considerable amount of underground piping or wiring for transmitting current, the cost of the installation may be prohibitive.

A similar difficulty may, of course, arise in connection with gas.

It is not surprising that in view of such obstacles as these many greenhouse owners fall back upon the use of oil; and though they may find drawbacks, let them be assured that their position is far superior to that which

(*Continued at foot of column 3*)

FOR THE GRAMOPHONE

"His Master's Voice" Record of the Month is that on which Elisabeth Schumann sings both parts—the boy Hansel and the girl Gretel—in the Evening Prayer from Humperdinck's fairy opera (H.M.V. DA1439). On the other side there is the elfin "Folk Song" (with nightingale effect), and the "Sandman's Song" both from *Hansel and Gretel*.

Four tenors are featured in the H.M.V. list for this month: McCormack, Crooks, Derek Oldham, and Webster Booth. McCormack sings two simple ballads, "The Little House I Planned" and "Rise, Dawn of Love," on H.M.V. DA1428. Crooks, American star of Metropolitan and Berlin State Operas, records "For Love Alone" and Haydn Wood's "Unforgotten Melody" on H.M.V. DA1436. Derek Oldham sings "Love, I Give You My All" and the Waltz Songs from *Waltz Dream* on H.M.V. B8384, and Webster Booth, with chorus, sings a selection from Richard Tauber's new film *Heart's Desire* on H.M.V. B8385. Miliza Korjus sings, on H.M.V. C2784, Strauss' "1,001 Nights" Waltz, and "La Villanelle."

The Minneapolis Symphony Orchestra, render Schumann's "Traumerei" and Kreisler's "Liebesfreud" on H.M.V. DB2353. "Les Sylphides" is recorded by the London Philharmonic Orchestra under Malcolm Sargent—on H.M.V. C2781-3. The Dresden State Opera Orchestra give a recording of *Egmont* Overture on H.M.V. C2780. Schnabel completes his recording of the five Beethoven concertos by his latest set of four records containing the second concerto, played with the London Philharmonic Orchestra on H.M.V. DB2573-6. In Heifetz' record, Saint-Saens' "Introduction and Rondo Capricioso," the accompanying orchestra is the London Philharmonic under John Barbirolli (H.M.V. DB2580). Nathaniel Shilkret directs a record of selections from *Student Prince* (H.M.V. C2785).

The London Palladium Orchestra has recorded a waltz medley called the "Golden Valse" on H.M.V. C2779, which contains all the best known waltzes. Ken Harvey gives his interpretation of "Traumerei" on a guitar, which he couples with a banjo version of the twinkling "Doll Dance" on H.M.V. BD248. Sydney Gustard plays Gounod's "Funeral March of a Marionette" and "Nola." (H.M.V. BD245).

Effie Atherton, star of the B.B.C. "Air-do-Wells," sings "My Young Man is Ever So Nice" and "Dennis, the Menace from Venice" (H.M.V. BD287).

THE LIGHTER SIDE

Our readers will be interested to learn that it has been decided to issue a three-and-sixpenny edition of "The Lighter Side of Local Government," by Mr. C. Kent Wright, Town Clerk of Stoke Newington.

(*Continued from column 2*)

existed in the cases of those of us who ran greenhouses heated with oil fifty years ago. Trouble *was* trouble in those days, for oil stoves were much inferior to the modern types. Stoves are now available which may be relied on to maintain a temperature ten degrees above that of the open air without any attention for twelve hours in a greenhouse of 500 cubic feet capacity. And if that does not serve the purpose in view, then there are equipments of piping adapted for use with oil stoves which provide substantially more heat than the stove alone.

Thus may the amateur spend happy hours of a Christmas Day in a warm greenhouse with his late Chrysanthemums on the stages, and on his shelves boxes of seedling Verbenas, Salvias, Lobelias, Antirrhinums, Marigolds, Nemesias, Pansies, Petunias, Phloxes and other plants intended for the bedding of the coming summer.

May the festive season bring such joys to him, not only at the approaching Christmastide, but at many a one hereafter.

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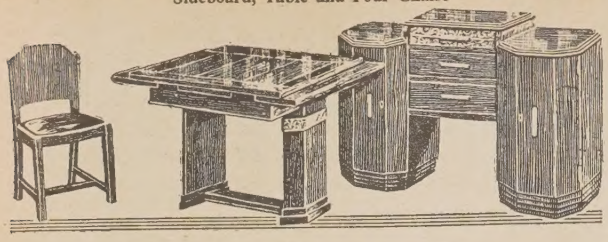

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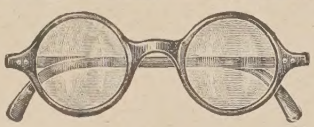

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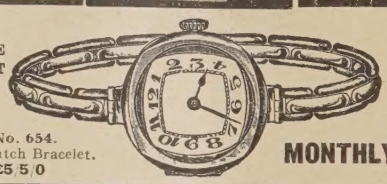

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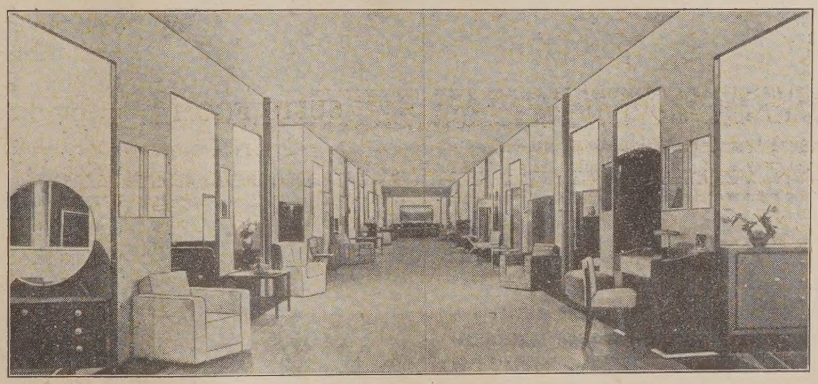

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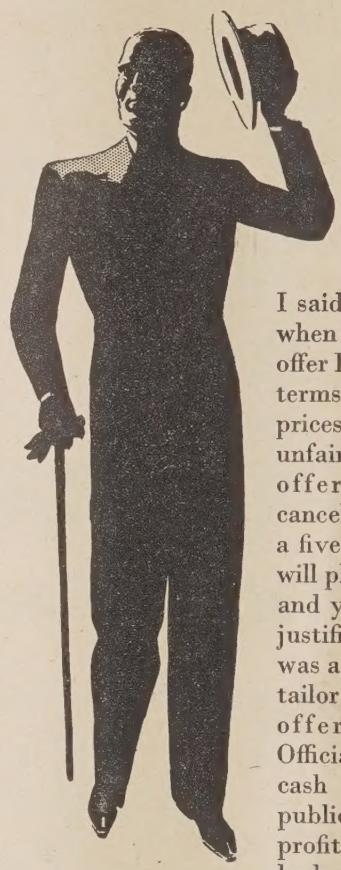

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